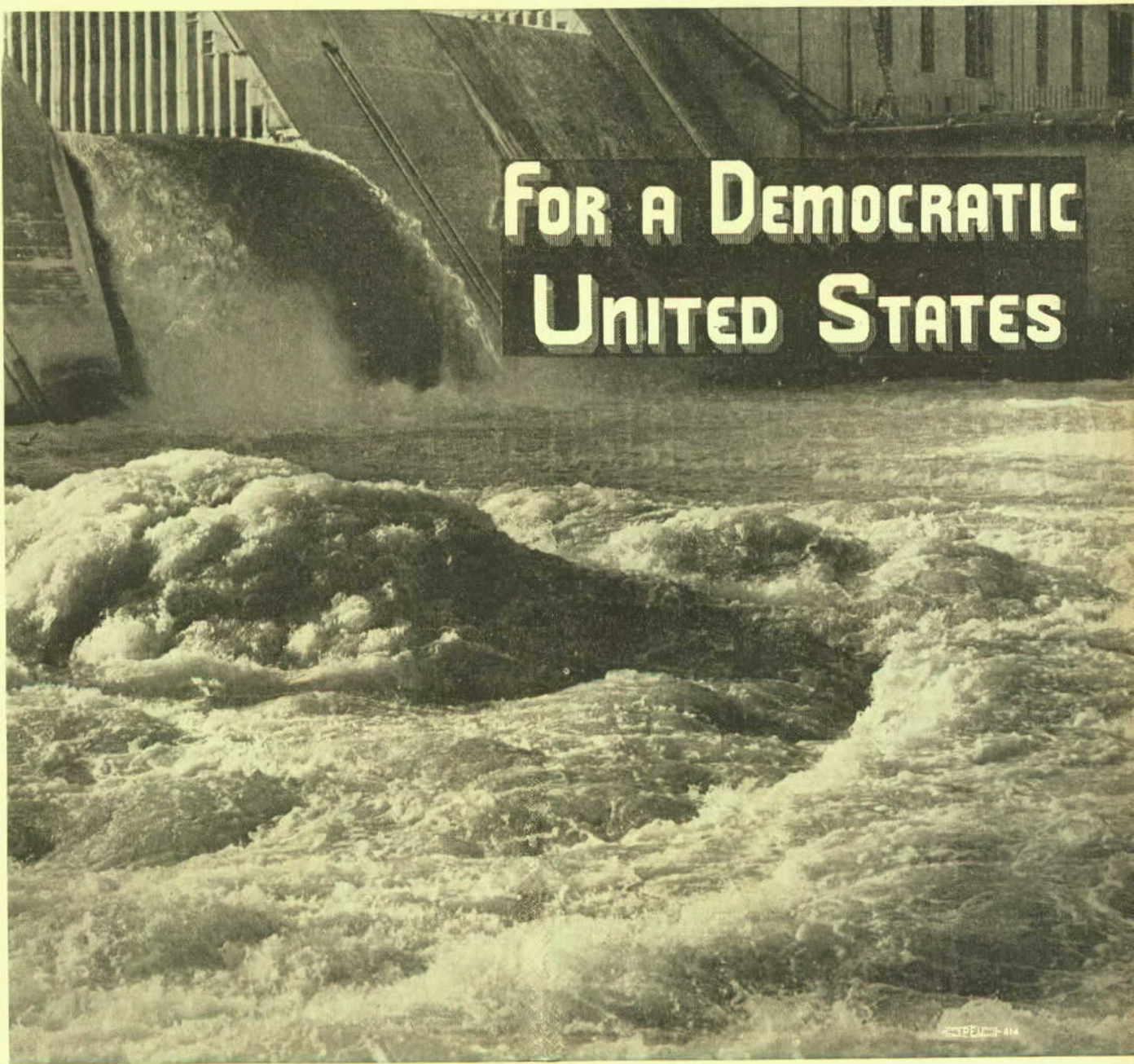


THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



**FOR A DEMOCRATIC
UNITED STATES**

VOL. XL

WASHINGTON, D. C.

DECEMBER, 1941

NO. 12

RECORDING • THE • ELECTRICAL • ERA





THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

News

Social

Art

Education

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Pictures poetry

Labor
Trends

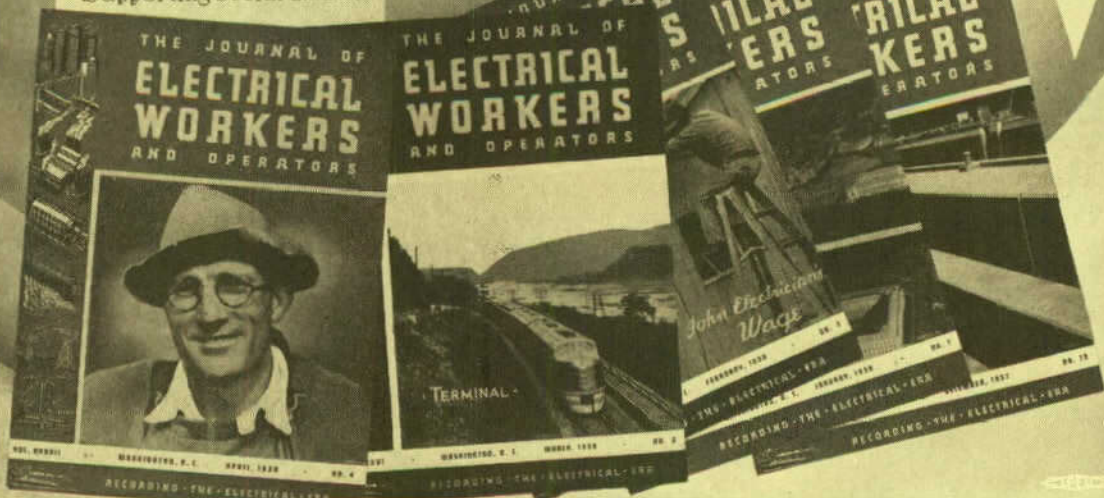
Statistics

Editorial
opinion

Literature

Outstanding labor magazine
read by workers, students,
employers and engineers
in all branches of the
Electrical Industry.

Chronicling the progress
of electrical science and of
organized electrical workers
Supporting social advance



Official Organ of the INTERNATIONAL ELECTRICAL WORKERS and OPERATORS

PUBLISHED MONTHLY

G. M. Bugniazet, Editor

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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

The International Office has received many letters during the last month, since the close of the international convention, about the convention and other matters relating to our common life. Many letters commended the Golden Jubilee number of the official JOURNAL. Of course some of the letters were critical. Criticism is all to the good also.

One letter particularly struck a note on which we wish to comment this month. This letter was from Champaign, Ill.: "Having had the honor of representing my local union at the twenty-first jubilee convention, I want to tell you and the rest of the international officers I can realize now some of the many problems with which they are confronted. I can now realize the strength of the union and how busy the officers are in all parts of the United States. It was a wonderful experience and education."

If the convention did this for any considerable number of members, it performed a real service. Contrary to the opinion in some directions, the International Office does not exist as a political body. It is a service-rendering office and it is staffed by men of large experience, energy and intelligence. They seek to solve the problems locals are confronted with, discover the best ways of doing difficult things for the total welfare of the organization.

If our members will look back over a period of 10 years, they will find that many faithful servants of the Brotherhood died in harness as a result of generous giving of their energies to the organization. Drones are not wanted in this organization. The stress of rapidly changing civilization drives hard against any labor organization, presents many problems and demands the greatest of sacrifices for their solution.

It is our hope that the International Office and the total membership were drawn closer together by means of the convention.



Courtesy U. S. Bureau of Reclamation

Looking like soldiers, these "sailors of the sky" ply their trade with skill and good humor. Civilian workers on defense jobs are first line defense workers.



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NO. 12

For A Democratic United States

In harsh, turbulent times such as these men become confused, often lose hope, and wander away from guiding principles. This is not surprising, but it is often disastrous. Now more than ever trade unionists—as the old year expires—should re-examine the tenets upon which their movement rests, and reaffirm allegiance to lasting principles.

Perhaps the U. S. Government has erred in its tardy formulation of standards by which trade union conduct can be measured. For if anything stands out clearly, it is the confusion of the government's own labor policy.

While thoughtful persons everywhere looked on with alarm, a dual labor movement, of undoubted alien derivation and often anti-democratic in spirit and practice, was allowed to rise and was often given encouragement by government agencies. The old National Labor Relations Board, it is clear, was only an adjunct of the CIO, and tried desperately to foist upon democratic labor unions, totalitarian practices. Efforts to name the CIO, a fledgling, often inchoate, and anti-democratic federation, as the dominant labor organization of the United States at the International Labor Conference, on the sole basis of paper membership, is another case in point.

What the United States needs more than anything else, at this hour, is a labor philosophy derived from its own democratic experience and traditions, and followed with intelligence and loyalty.

Voluntary cooperation is the life of the trade union movement because it is the life of democratic society. When voluntarism goes, we get racketeering, fascism, communism and totalitarianism.

That is the reason the movement by business men to incorporate trade unions is a movement in the wrong direction. Incorporation means turning away from the fundamental character of voluntarism, fraternalism and service.

In 1924, Samuel Gompers paid homage to the principles of voluntary cooperation:

"So long as we have held fast to voluntary principles and have been actuated and inspired by the spirit of service, we have sustained our forward progress and we have made our labor movement something to be respected and accorded a place in the councils of our Republic. Where we have blundered into trying to

force a policy or a decision, even though wise and right, we have impeded, if not interrupted, the realization of our aims. . . .

"Our movement has found these voluntary principles the secure foundation upon which the workers of all America make united effort, for our voluntary cooperation has ignored lines of political division separating the United States and Canada, because economically we are a unit. Because we refused to be bound by arbitrary restrictions or expedients we have fostered cohesive forces which give play to the finer and more constructive faculties of the peoples of both countries. We are eager to join in an international labor movement based upon the same principles of voluntarism. We are willing to cooperate if we can be assured a basis that will enable us to maintain our integrity—a condition necessary for our own virility and continued progress.

"Understanding, patience, high-minded service, the compelling power of voluntarism have in America made what was but a rope of sand, a united, purposeful, integrated organization, potent for human welfare, material and spiritual. I have been with this movement since the beginning, for I have been given the privilege of service that has been accorded but few. Nor would that privilege have continued open to me had not service to the cause been my guiding purpose."

Too much emphasis can not be laid upon the fact that labor's status in 1941 was not labor's status in 1931. In ten years labor unions have won legal status, have become part of the community, and a necessary function in national life. The conduct of unions under these new circumstances should be, must be different from the conduct of unions where labor was unrecognized legally, was the nation's step-child, and had no real part in community effort.

A great future lies before the trade union movement of the United States—if labor elects to play the role now assigned. The opportunity is limitless—to build on service—to make democracy more efficient, more responsive to the people's needs—to defend, in a mad world, the enduring principles upon which the United States is based.

Labor unionists have been professed lovers of social justice. As they join the community they have a duty to see that they become bringers of social justice.

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DECEMBER 8, 1941

HON. FRANKLIN D. ROOSEVELT
THE WHITE HOUSE
WASHINGTON, D. C.

DEAR MR. PRESIDENT:

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS DESIRES TO EXPRESS TO YOU, THE CHIEF EXECUTIVE OF OUR NATION, OUR DETERMINATION TO SUPPORT TO THE FULLEST EXTENT OF OUR ABILITY AND RESOURCES THE SUCCESSFUL PROSECUTION OF THE WAR AGAINST JAPAN. THIS DETERMINATION IS IN SOBER RESPONSE TO THE MANDATE OF CONGRESS IN ITS DECLARATION OF WAR AS OF THIS DATE. THE MEMBERS OF OUR BROTHERHOOD ON THE JOBS AND IN UNIFORM WILL PATRIOTICALLY GIVE - WITH THE ENTHUSIASM OF FREE MEN FIGHTING FOR FREEDOM - THEIR UNSTINTED EFFORT AND ENERGY TO THE END THAT THE AMERICAN WAY OF LIFE SHALL CONTINUE FOR THOSE WORTHY OF ITS BENEFITS. THE MEN AND MEANS OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS ARE AT YOUR DISPOSAL.

SINCERELY

ED J. BROWN

INTERNATIONAL PRESIDENT

G. M. BUGNIAZET

INTERNATIONAL SECRETARY

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JOY IS RECREATED IN THE HEARTS OF
LITTLE CHILDREN

THE angels were shaking featherbeds in heaven, and the snowflakes fell downy-soft and light out of the dark sky. Where the lights caught them, each flake flashed its tiny rainbow. Though all was more than ordinarily quiet, even footfalls being muffled by the soft white blanket on the earth, yet looking up it seemed the sky was full of the rustle of shining wings.

I remember that Christmas Eve vividly, although I was only a child. All of the churches, all of the people in the little town, had joined together in celebration. A group of men had set up a tremendous spruce tree in the park by the railroad station. The snow dropped a prismatic veil over its glittering decorations. It was like something lovely glimpsed through tears.

SINGING TOGETHER

There were as many grown-ups as children gathered around the tree. Heavy coats, mufflers, overshoes. Smiles and words of greeting. The music teacher led the singing. It was the mightiest chorus I have ever heard. It was the voice of families, friends, neighbors, a town. And the tree we gazed at was a symbol greater than the trees lovingly decorated in the homes and the large trees in the separate churches. It was the symbol of a faith shared by everyone.

Vivid memories of Christmas—you have them, too. Everyone does. It is the season when hearts are most tender toward each other. The generous, kind impulses are fulfilled.

We have need of such impulses in the world today. They are part of democracy's creed as well as of the Christian religion. "Do unto others as ye would that they should do unto you"—rather than "The strong shall take, and the weak shall be trampled in the dust." Democracy is a guarantee by all the people of a nation that each one of them shall enjoy life, liberty and the pursuit of happiness. That implies a mutual tolerance for the rights of others. Democracy exists be-

CHRISTMAS *Has New* *Meaning in War* **WORLD**

Childhood Yule festivals contrasted with 1941's realities. Christianity linked with democracy

cause the majority of us are essentially decent and have confidence that the other fellow is also.

Memories of Christmas. The warm hearth, the cozy kitchen with its enticing odors! Breathe in the perfume of mincemeat bubbling hot! The aroma of turkey and its well-seasoned stuffing slowly roasting in the oven of the old wood range. The cordial invitation of freshly brewed coffee. Cinnamon, cloves, molasses and sage. Sensory memories that recall visions of the beloved person who presided in that kitchen.

BELLS IN THE SNOW

The ear remembers the chime of sleighbells, the rhythmic beat of hoofs, and the whisper of runners through the snow in the night outside. Light-trotting hoofs, a single chime—a young man is taking his girl out in a cutter. Heavy hoofs, a double chime, and gay voices mean a big bobsled crammed to bursting with a party going on a straw ride.

The foot remembers how the snow crunched under it, as we walked in the woods gathering Christmas greens. The hand recalls the crisp, sharp smoothness of pine needles, and there come to the nostrils the scents of spruce, cedar, hemlock and ground pine. Each of these is

distinct in the memory of anyone who has gathered greens in the snowy woods, or has sat in a warm room weaving wreaths.

Remember the tree set up on its stand, which was draped around with a snowy sheet? Remember the box of trimmings—a few new ones each year but mostly old favorites, some of which had to be carefully placed to hide the damaged parts? The red bird with tinsel wings, the cone for the top of the tree, the Santa Claus, the tinsel stars, the glistening balls—large and small, the strings of tinsel, some tarnished from long service, all artfully utilized?

REMEMBER CHRISTMAS DAWN

And then the heap of packages that sprouted like mushrooms under the dazzling tree, and the careful inspection you made of each one marked with your name, and your conjectures about its contents! Your own gifts added to the heap, with the happy confidence that they would be received with appreciation.

Remember that moment in the dusk of Christmas morning, when your feet groped over the chilly floor for your slippers, and you reached for your robe and crept down the stairs in a fever of anticipation? You just couldn't wait any longer. And there, all alone under the Christmas tree, you reached for that big package—and it was—the supreme wish of your life, at that moment.

The American Christmas. Millions of us have memories like this of the most joyous day of the year. The year itself

(Continued on page 673)



THE SOFT BLANKET OF SNOW COVERS THE SCARS MAN INFLECTS ON THE EARTH

BRITISH LABOR *Guards*

Rights, Makes Advances

WHEN the government of Great Britain suggested the stabilization, or "freezing" of wage rates, British labor said a respectful but firm "No."

The British worker is aware that he is fighting for his life against the nazi hordes. He has been through the blitz. The means of repelling future blitzes and of bringing about the eventual defeat of nazidom are violently important to the man who has seen his own innocent dead dug out from the ruins.

Yet he is conscious, also, that he is fighting for his way of life. The democratic rights which British labor has achieved through the centuries cannot be surrendered lightly, even when someone says it is "to win the war." To win the war he will endure cheerfully a day-to-day burden of hardship—food rationing, nights in shelters, production as usual though the bombs fall. His working hours have been lengthened almost to the limit of endurance. Increase production? Yes, he'll cooperate. Labor still retains the power to strike, but in a curious way which will be explained later, uses this power to increase production rather than to obstruct it. He can still negotiate for wages, and in the name of economic justice, he will not give that up.

COLLECTIVE BARGAINING AS USUAL

The central organization of labor in Britain, with which the various national trade unions are allied, is the Trades Union Congress, corresponding with our A. F. of L. It has more than five million members. It is an intelligent, responsible group, which has sent such figures as Ernest Bevin into the War Cabinet. Sir

Even wages go up,
but sensible, moderate policy
prevails

Walter Citrine is its general secretary. Labor, employers and government have achieved considerable harmony. For example, Mr. Bevin, who is Minister of Labor, has set up a central joint advisory committee to assist the production executive of the Cabinet. This committee includes 13 nominees of the T. U. C. and 13 of the British Employers Confederation. Its object is to unsnarl any difficulties which interfere with production. Labor also is represented on many government councils dealing with production in particular industries.

Bargaining between unions and employers is on a country-wide basis. A certain scale of wages is arrived at for a particular classification. This is subject to adjustments by districts and localities, mainly determined by variations in the cost of living. The aim is economic equality for members of the union working in different cities, towns or villages. The intention is that the carpenter working in Stratford-on-Avon shall receive as much in real wages as one working in London, and vice versa. From time to time the entire scale with its carefully computed variations may be adjusted in accordance with cost-of-living changes.

Workers scrupulously refrain from striking for pay, working conditions or the closed shop. Paul Manning, a newspaper correspondent, wrote from London recently:

"Most of the strikes which have occurred have been demonstrations on the

part of employees, who were dissatisfied with 'muddled' plans of management. That is why they protest, they say, wherever they encounter muddled planning. Labor leaders and the men of labor's ranks feel that any government action which does not go ahead justifies a strong protest. For, despite the fact that throughout the war labor has voted its willingness to co-operate, laboring men do not feel they have surrendered their freedom of action, or right of criticism."

HALF-PENNY AN HOUR

Disputes over pay, working conditions, etc., are settled by negotiation or arbitration. First the union bargains with the employer, or the employers' association. If no agreement is reached, various means of making adjustments are provided. For example, in the electrical industry there is the National Joint Industrial Council for Electricity Supply, a labor-employer council which has the power to negotiate and fix wage scales.

A typical decision: August 27 this body "decided to increase the present war wage advance from 2¼d to 2½d per hour to all adult workers employed under the agreements with the N. J. I. C." (Electrical Trades Journal report.) This means that these workers had been receiving an extra two and one-quarter pence per hour because of increases in the cost of living since the adoption of their basic scale; this by agreement between employers and labor is now increased to two and three-quarters pence—an additional increase of a half-penny per hour in the special war-time bonus which is added to the basic hourly wage of all workers in this industry.

At present, cost of living increases are the main basis for negotiations. The Electrical Trades Union has made agreements with employers' associations in the various branches of the electrical industry, which include a cost-of-living sliding scale. However, these increases are not obtained automatically. They are secured only through bargaining. There are also local joint councils which may bargain for rates in their particular areas. On failure to agree there is appeal to the national joint council.

The supreme tribunal between employers and labor is the National Arbitration Tribunal, whose decisions have much effect on national labor policy. It is deeply respected but it appears that its services are not too often invoked. Both employers and workers are facing a ruthless hostile power and they cannot afford to give vent to antagonism against one another. The worker knows the employer's margin of profit is narrow; the employer knows that the worker's meed of comfort is shrinking. The amount of adjustment possible is very small, but it is important to the worker in actuality and symbolically. The dispute is between two adversaries who respect each other and who will not hamper each other's efforts against a common foe.

Britain, like the United States, is striving to find a curb against inflation. Be-



FASHIONABLE QUARTER OF LONDON

(Continued on page 669)

SOCIAL SECURITY *and* *the Defense Program*

By WILLIAM GREEN, President, A. F. of L.

This succinct and far-reaching statement on the all-important question of social security is contained in a letter addressed to the Secretary of the Treasury by President Green.

THE American Federation of Labor has been an active sponsor of the Social Security Act, urging its enactment in 1935 and proposing far-reaching amendments to broaden its coverage, improve its benefit structure, and its financing in the years since it was passed. We have a grave concern that it should be regarded solely as a program for the protection of working men and women and their families against hazards socially created or beyond their individual control which cut off their incomes. We consider the investment of the social security reserves in federal bonds a wise provision of the law, but we would protest vigorously the deliberate conversion of the social security system into primarily a source of revenue for the federal government by raising the taxes collected unless such increase were needed to finance new benefits under the program.

Knowing your own interest in the welfare of working people, I want to give you the American Federation of Labor's viewpoint on social security and the defense program. I am sure you will give fair consideration to these matters before formulating a new tax proposal to send to Congress.

Both the old age and survivors' insurance and unemployment compensation programs are too limited in coverage. There is no valid reason for the continued exclusion from protection of millions of persons, farm and domestic workers, employees of religious, educational and charitable institutions and of various government units, which have no equivalent protective programs, and of small-income self-employed persons. To bring these persons under the Act would tremendously increase its value, would create a more effective bulwark against depression later, and would add to the reserve funds now available for federal borrowing without changing the relation between individual taxes paid and benefits expected.

HEALTH INSURANCE NEEDED

The Social Security Act is deficient in its failure to provide any protection against loss of income during illness and disability, temporary and permanent, and its failure to make any payments toward medical and hospital costs which often pauperize workers' families. We cannot have security of wage income unless the

Burning points of interest to wage-earners discussed by leader

hazards of ill health are provided against. To spread the cost of payments for permanent and temporary disability and for medical and hospital care over millions of insured persons and by small payments over long periods of time will avoid the overwhelming burden of expense illness or accident place on some families suddenly. It is reasonable that workers should share this cost. We believe an increase in the payroll tax paid by employees would be justified to the extent necessary to add these additional protections to the social insurance program.

CALLS FOR POOL OF FUNDS

The federal-state system of unemployment compensation immobilizes unnecessarily large reserves in order to make 51 separate systems safe. The benefits payable under the several state laws are uneven in amount and almost all inadequate for their purpose. We urge the creation of a complete federal system decentralized in administration but with adequate federal benefit standards and financed from a single pooled fund into which would be paid all social security contributions. We are convinced that the safety of the system could be materially increased and post-defense unemployment more effectively compensated for and reduced if the unemployment compensation and employment services were made federal programs.

TAX COULD BE UNFAIR

In so far as these changes in the Act would increase the reserves available for Treasury borrowing, we believe the Treasury has a legitimate interest in them. In all cases the fundamental purpose of social security would be preserved, the additional taxes coming from new beneficiaries and from payments for additional forms of protection. We are convinced, however, that to raise payroll taxes on any other basis would be unjustified and would endanger the whole social security program by destroying confidence in the integrity of its purpose and the safety of its funds.

Payroll taxes are regressive in effect and can be justified only when they are collected to pay specific benefits to wage earners and their families greater than they could provide for themselves with that money. If the payroll tax on present contributors under the Social Security



WILLIAM GREEN

Act were to be increased out of proportion to increased security for those insured, it would be an unfair general tax, levied on only part of the population.

If it is the intention of the Treasury to ask Congress for legislation which would reduce consumers' purchasing power now, the American Federation of Labor submits that this would be in the form of a proposal for a supplementary system of dismissal wage or of required savings so designed that every worker should be guaranteed the return of his own contributions at some future date. When the defense emergency is over, unemployment will increase. If contributions were returned at that time they would transfer purchasing power, helping curb inflation now and deflation later. This should be definitely an emergency measure, separate from the Social Security Act, though using its collection and record keeping system if convenient. The funds should go not into the general reserve for social security, but into a separate trust fund from which each contributor would, at the close of the emergency or in specified individual emergencies, draw out at least his own contributions with interest. The fund could be increased, with advantage, of course, if contributions were made also by employers.

BUILD UP A CUSHION

If the social security tax is raised merely to provide extra funds for the Treasury, workers will suffer a disproportionate share of taxation. A savings system will permit the sale of government bonds now and will build up individual reserves to be used by families

(Continued on page 673)

REA Announces

Employee Relations POLICY

Editor's Note: The following important announcement of policy has been sent to 800 rural electric cooperatives by Harry Slattery, administrator of rural electrification. It is now official policy.

UNITED STATES DEPARTMENT OF
AGRICULTURE RURAL ELECTRI-
FICATION ADMINISTRATION LA-
BOR POLICIES AND STANDARDS

Preliminary Considerations

THE organized farmers of America have struggled for many years to place agriculture upon an economic parity with business and industry—an objective now recognized as not only just but necessary for the stability, safety and welfare of the nation. Agricultural leaders and authorities have long held that widespread rural electrification at the lowest possible cost to consumers is a basic factor in rural rehabilitation and in bringing the comforts and blessings of modern civilization to the countryside.

In 1934 national farm organizations officially requested the aid of the federal government in helping farmers provide their own electric service. In response the government in 1935-36 created the Rural Electrification Administration, later made an agency of the Department of Agriculture. Provision was made for the organization of rural electric cooperatives as joint enterprises of the cooperating farmers and the federal government as their banker and counsellor.

SERVING MILLION CONSUMERS

The growth of such cooperatives has exceeded all expectations, both in size and character. The insistent demand for cheaper and still cheaper current has forced the construction, not only of more and more distribution lines, but of generating stations and high voltage transmission lines serving several systems—a thing unthought of at the beginning. Already over 1,000,000 consumer-members of some 800 cooperatives are receiving electricity. Upwards of 10,000 operating employees are engaged in furnishing the service. And we have just begun.

The purpose of the Rural Electrification Administration is not profit making or exploitation of any kind, but social betterment and the conservation of human as well as natural resources. To that end its advantages are offered to farmers, rural dwellers, rural industry, village communities, and agencies of national defense. Its operating policies must be based upon these principles and obviously include fair dealing with employees.

The administrator of REA is charged with the triple duty of insuring repay-

New landmark
erected in public power and
rural electrification

ment of the government loans, seeing to it that consumers get adequate service at the lowest feasible rates, and of achieving the social welfare purposes of the program. These obligations are likewise assumed by the members of the cooperatives and their boards of trustees in applying for and accepting loans. It is manifest that the benefits of such an enterprise must flow with equal justice to all who take part in its activities.

BREAKING NEW GROUND

The Rural Electrification Administration was an untried venture in the electric utility field. "Area service," as needed in and demanded by agriculture, was declared an impossibility by private utility authorities. At the beginning, farm cooperatives found themselves facing difficult engineering and legal problems. They needed and asked headquarters for aid. Assistance was given. This necessitated a vast amount of pioneer work in engineering, law, accounting, and construction methods by the REA administrator and staff.

As systems pass from the stage of original construction, and boards of directors assume responsibility for the maintenance and progressive extension of their power loads and lines, new problems arise and it becomes increasingly clear that the continuance of such advisory help is necessary. The problem here in hand affords an illustration. A large number of cooperatives are having to meet the practical problem of skilled labor. An increasing volume of inquiries is coming to headquarters requesting information and advice on the relation of the cooperatives to existing federal and state labor laws and how to deal with organized labor. The help sought presents legal, financial, and humanitarian problems which must be met because they involve efficient operation of the systems. It is the duty of REA to aid in solving these problems, as in other matters. In our judgment the time has come to correlate our mutual experiences in this field and begin to work out a fair and equitable labor relations policy. It should be flexible in its operation to guarantee, as far as possible, steady, efficient operation of the systems as a whole.

Several cooperatives, acting on the principle of cooperation between management and employees, have already established working standards which have met with success, but a majority of the projects are still struggling with the



HARRY SLATTERY.
REA Administrator

problem and are seeking assistance. The importance of a proper solution of this issue becomes apparent when we consider closely the character of the service which the farmers have now undertaken to supply themselves.

SAFETY IN SKILL

The construction and operation of any electrical system—municipal, industrial, or rural—is a technical business requiring a high degree of skill. With expert construction and operation and proper installation, electrification is rendered safe, economical, and satisfactory. Safety is a prime factor. It is important that the cooperatives protect their members as far as possible from the inconveniences of interrupted service, and themselves from the loss of revenue due to breakdown from faulty construction.

Projects cannot hope to achieve and maintain success unless their business and technical operations are placed by their boards of trustees in charge of experienced and reliable superintendents, linemen, and other workers. To have employees not technically qualified for their exacting tasks, though at lower wages or longer hours, is to court failure and invite disaster to life and limb, as well as property. Accumulating experiences of the REA projects demonstrate this to be true. It is doubly emphasized as cooperatives grow larger or become units in systems covering several counties, with hundreds of miles of line and thousands of dollars—sometimes a million or more—invested.

Again, loyalty of employees is a requisite for success, and loyal service can best be secured from men and women so satisfied with their condition in life and so devoted to these enterprises that they will seek permanent employment in rural communities. Such devoted workers not only insure a continuing power supply, vitally important to consumers, but are of invaluable help in aiding member-farmers and their wives in solving the

(Continued on page 670)



ED J. BROWN

ON August 4, 1941, Ed J. Brown, international president, International Brotherhood of Electrical Workers, and Harry Slattery, administrator, REA, signed an agreement governing relations between the Brotherhood and rural electric cooperatives.

FRAMEWORK OF OPERATION

as between

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

and

RURAL ELECTRIFICATION
ADMINISTRATION COOPERATIVES

1. The International Brotherhood of Electrical Workers and the Rural Electrification Administration of the U. S. Department of Agriculture recognize that cooperation between management and employees is indispensable to the accomplishment of the public purposes for which the REA has been established.

2. The union agrees to set up state councils of REA maintenance men.

3. The union agrees to build up a select group of maintenance men equipped by natural aptitude for the job.

4. The union agrees to institute a program of education among REA maintenance men covering the purposes and history of the REA, the economics of cooperation, the problems of agriculture, and related matters, looking toward building a permanent force of men conscious of the quasi-public character of their positions.

WILL AVOID STRIKES

5. In keeping with its general policy, the union agrees to utilize all its machinery of organization to avoid strikes on REA cooperative lines.

6. The REA agrees to promulgate a list of labor standards embodying the

I.B.E.W. Signs Working AGREEMENT With REA

Another union-cooperative - management arrangement eventuates in public power field

spirit and letter of this general policy, and assumes the obligation of winning REA cooperatives to the acceptance of these labor standards.

7. The union and the administration agree that three classes of rural cooperatives be recognized for wage purposes.

Class I, generating and transmission cooperatives, which serve five or more rural cooperatives.

Class II, well-established local rural cooperatives, which serve at least, on the average, four consumer members to the mile.

Class III, the small, beginning rural cooperative, serving less than four consumer members to the mile.

WAGE STANDARDS

8. It is agreed that Class I cooperatives will pay the prevailing wage.

It is agreed that Class II cooperatives will pay, as a minimum, B rate obtaining in the nearest city where the International Brotherhood of Electrical Workers has organization. It is understood that B rate is a wage designation which applies to areas adjacent to principal centers of activity, where ordinary economic conditions do not prevail.

It is agreed that Class III cooperatives will pay a negotiated wage fixed by agreement between the cooperative and the I. B. E. W. with the cooperation of REA representatives.

9. It is understood that wages in generating plants in classifications II and III will not be less than those classifications.

It is understood that this shall not operate to reduce existing rates and working conditions already established.

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THE HOME OF A RURAL COOPERATIVE

Courtesy REA

NORTHWEST EMPIRE *Built* on Public Power

By F. A. Le SOURD, Assistant Secretary of the Northwest Public Power Association

WE HAVE heard several different views today as to whether or not a Columbia Power Authority should be established and if so, what form it should take. It is my view that a Columbia Power Authority should be set up along the lines contained in the bill introduced by Senator Homer T. Bone.

Some who have opposed a Columbia Power Authority have, in reality, ignored the existence of the Bonneville and Grand Coulee projects and all that they mean to the Northwest. Their entire argument thus becomes fallacious because it fails to take into account existing facts. Before planning for the future we must take into consideration the present.

Among thinking men there should be no dispute as to the necessity of a Columbia Power Authority. It is no longer a question of public versus private power. That stage is past. The people of the Northwest have determined that they want public power. Gigantic dams are finished at Bonneville and Grand Coulee. Generators are in, and are turning. The power is moving out on transmission lines like great fingers throughout Washington and Oregon. The very existence of this power means a revolution in the history of the Northwest. We are at the threshold of a new era. It is time to look ahead, not behind.

Columbia Power Authority must be regionalized. That way lies democracy

Among the issues behind us is the matter of the existence of the private power companies. That question has been bitterly fought and already decided. In Washington and Oregon laws have been enacted setting up local public agencies to acquire these systems. Irrespective of whether we set up a Columbia Power Authority, the private power companies will pass into public operation within a few years.

TREND IS ESTABLISHED

As we sit here today, we must look not at these past issues but ahead. We are at the inception of an expanding Northwest empire built on public power. Far-seeing men like the late J. D. Ross and Washington's Senator Bone have devoted their lives to bringing about this opportunity. They have created a new era for us—it is now our job to give it direction and management.

I am not going to take the time today to discuss the details of the bills that have been filed for a Columbia Power

Authority. Some of the preceding speakers have thought that the powers given to the Authority are too broad. I would take issue. These powers must be adequate to the tremendous task, the tremendous possibilities ahead. There must be in the Authority adequate power to bring about the consolidation and coordination in public ownership of all our electric resources. Every community in the Northwest is entitled to have available to it our greatest natural resource on as favorable a basis as any other community—in other words, on the basis of public ownership.

When you build an airplane you give it the power to do its job. The real problem is the management and control of that power. So it is with the Columbia Authority.

The main issue, the principal question which you and I must decide is as to where shall be lodged the control of our vital public power resources. Is such control to be centralized in Washington, D. C., or is it to be regionalized in the Northwest? Is the pilot of the ship to hold its tiller or is he to run it by remote control from the shore 3,000 miles away?

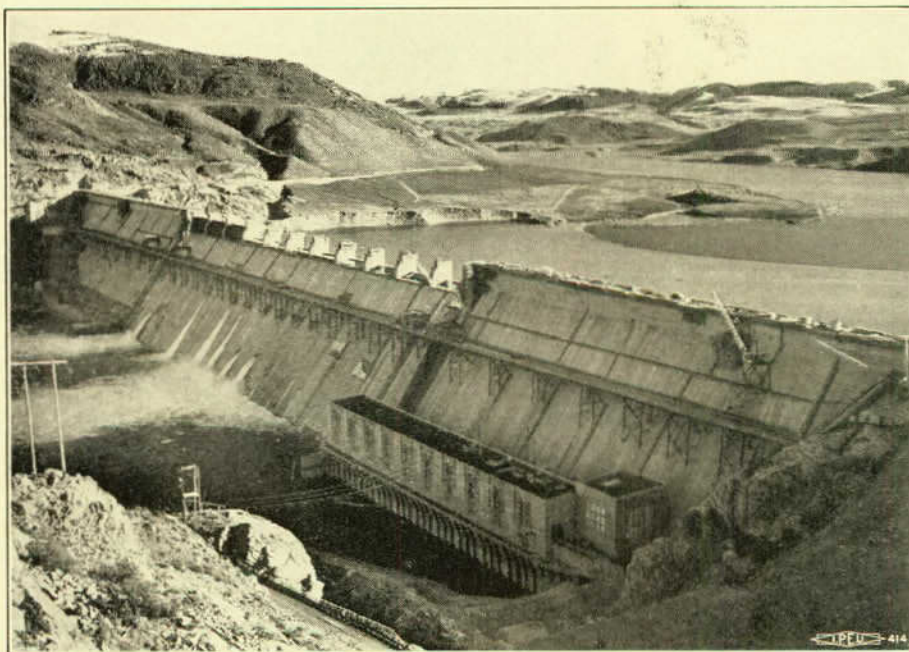
Let me say to you with all the force at my command that the Columbia Power Authority must be regionalized—the pilot of the ship must tread its bridge and hold its tiller! Carried on this ship of public power are our hopes for the future of the Northwest. They will never reach port if the pilot is not on deck to see and avoid the rocks and shoals.

ABSENTEE CONTROL ALWAYS EVIL

Many are the unanswerable arguments for a Columbia Power Authority controlled by a regional board. But argument is hardly necessary for you and I to realize the dangers of absentee control. Heaven knows that we in the Northwest have staggered under the burden of absentee control from the earliest days. It is one of our serious indictments of the private power companies. Are we to perpetuate it under public ownership?

Absentee control might be likened to a familiar little animal of the woods with a pungent odor. It has the same odor whether found in the home of the black-guard or the home of the saint. Whether absentee control is public or private, there is the same impossibility for the average citizen to talk face to face with the man who makes the decisions. There is the same delay and red tape.

Even more there is the further danger that under centralized control in a cabinet officer, as has been proposed, the Columbia Power Authority may become a political football. Cabinet officers are chosen for political reasons. They change with every new gust of the political winds. Are we who have worked and lived for public power to stand by and see our work sabotaged by a sudden change in national administration? Are we of the Northwest to stand by and see our opportunity for a new era of prosperity slip away through a constant and bewildering shifting of policies, policies that must



Courtesy U. S. Bureau of Reclamation

ONE OF THE LINKS IN THE GREAT COLUMBIA POWER SYSTEM

(Continued on page 680)

No Competition Between COAL and WATER POWER

The U. S. Department of Commerce, in connection with a survey made to measure the effect of the Great Lakes-St. Lawrence Seaway and Power Project upon the domestic coal supply, has this to say about an important subject:

AS FOR the effect of cheap hydro electricity on stimulating coal consumption, the survey declares that "in the experience of the last eight years it has been proved that low-cost water power creates its own market for energy which would not exist otherwise. Furthermore, low-cost electricity expands the market for coal because of the response of domestic consumers to low rates and encourages industrial expansion which in turn utilizes more coal."

UP 250 PER CENT IN TVA

Thus, the TVA area used only 540,000 tons of coal for the generation of electricity in 1934 whereas in 1940 this consumption had increased to 1,891,000 tons—or almost 250 per cent—despite the marked increase in hydroelectric capacity in that area.

"Hence," states the survey, "the St. Lawrence hydroelectric project should be looked upon not as displacing coal consumption but as a method of encouraging the utilization of electricity and expansion of industry which will inevitably

U. S. Department of Commerce lays an old ghost. Coal consumption actually stimulated

require the installation of additional steam generating stations in order to meet the expanded demand."

Experience indicates that:

"Our domestic market for coal will be unaffected; that the Canadian market will remain unaffected and may even increase; and that the consumption of coal in the generation of electric energy, as well as for industrial uses, may be greatly increased on account of the low-cost hydroelectric energy that the St. Lawrence will make available."

IMPORTS OF COAL NEGLIGIBLE

The domestic market, the survey states, cannot be affected by imports stimulated by construction of the St. Lawrence Seaway. "There is no tariff in this country on imports of coal," the survey points out, "and our principal markets on the Atlantic, Gulf and Pacific Coasts are open to foreign shipping, coming from all the principal coal producing areas of the world. In spite of this, total imports

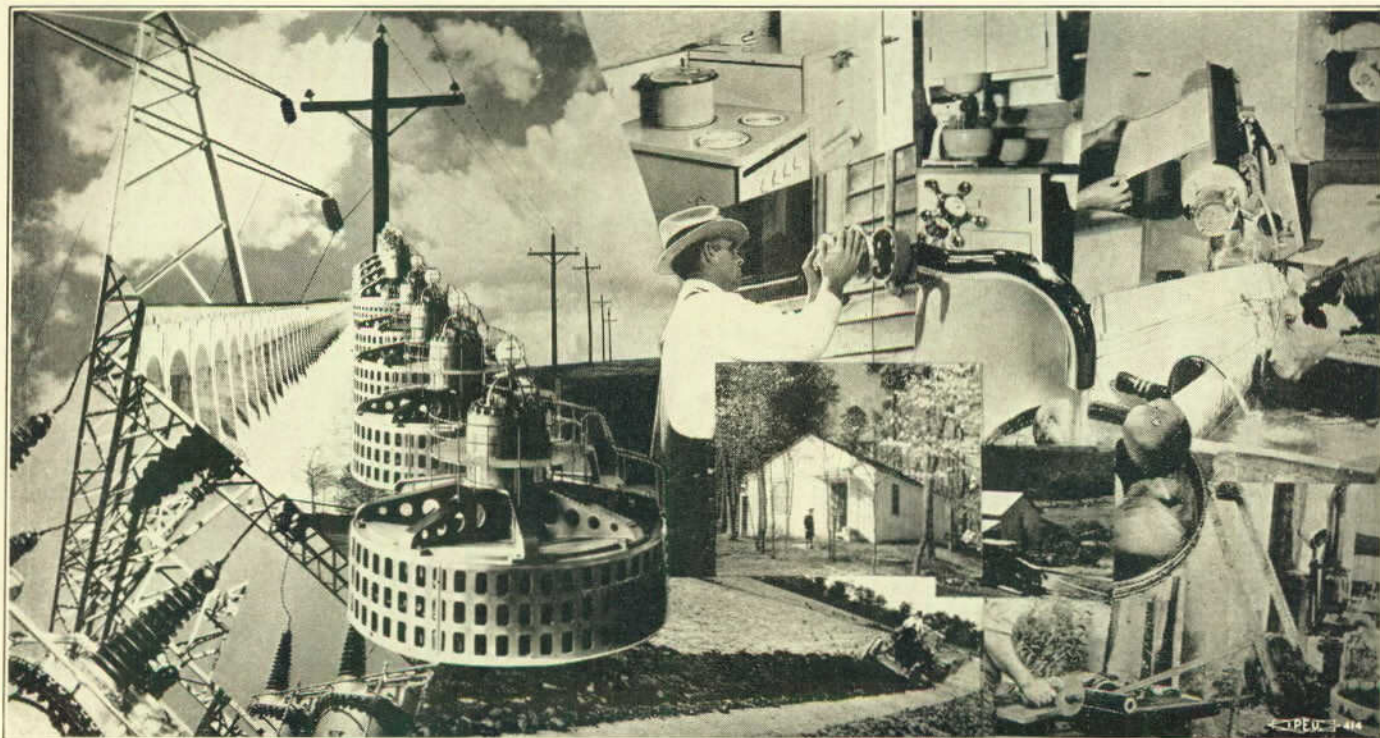
of coal into United States in 1932 were less than 800,000 tons compared with total domestic production of nearly 360,000,000 tons. In relative terms the imports in that year were 22/10,000ths of 1 per cent of domestic production. In 1939 total imports were slightly over 650,000 tons as compared with domestic production of 445,000,000 tons, or about 14/10,000ths of 1 per cent—admittedly an infinitesimal figure."

British coal is unable to compete with American coal in the north Atlantic districts of the United States in spite of the absence of a tariff and in spite of the present availability of unused shipping space in freighters on westbound voyages—some 800,000 tons of shipping space on the way back from England were available in 1939 due to excess of American exports to the United Kingdom over our imports from that country.

U. S. COAL BEATS COMPETITION

A tabulation by the St. Lawrence survey shows that average annual exports of American coal from 1932 to 1937 were 11,194,062 tons, whereas in the same period Great Britain exported to Canada an annual average of 1,519,757 tons, and Nova Scotia 2,650,969 tons. A breakdown of American exports indicates that an average of 1,087,963 tons went to the Province of Quebec in competition with the British anthracite and Nova Scotian bituminous, despite a Canadian tariff on American coal of 75 cents per ton as compared with 30 cents per ton on British coal. Moreover, some of the British coal presumably came as ballast on returning grain carriers, whereas a good portion of American coal sent to Quebec

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COAL CONSUMPTION HAS BEEN STIMULATED BY HYDRO GENERATION

New Bronze ARMORED CABLE *Passes Bureau Tests*

A NEW electrical product developed by the American Metal Moulding Company, Irvington, N. J., known as bronze armored cable has met the rigid tests of the U. S. Bureau of Standards. It is designed primarily for use on defense ships, and has been accepted by the Bureau of Marine Inspection and Navigation.

The following report has been made:

National Bureau of Standards
Washington

October 1, 1941

ECB: LJ
Bureau of Marine Inspection and Navigation,
(Att. Mr. J. R. Harrison, Chief, Technical Division),
Department of Commerce.

Subject: Bronze Armored Cable

Reference is made to previous correspondence, your file No. 350.5, and to our report of August 12, 1941, in regard to the testing of a sample of the doubly-packed bronze armored cable, manufactured by the American Metal Moulding Company, Irvington, N. J.

In compliance with your request, we have subjected the sample of the cable to the tests specified in your letter of September 5 and also have performed certain additional tests which were out-

New Product given three-weeks water test. Designed primarily for use on defense ships

lined by Mr. Feder when he visited this Bureau. The results of these tests are given below. The "Bending Test" referred to in connection with the tests is that described in section 18.27 (c) of A. I. E. E. No. 45, July, 1940, Recommended Practice for Electrical Installations on Shipboard. In this test a sample of the finished cable is bent at room temperature 180 degrees around a mandrel eight cable-diameters in diameter (in this case about 6 inches). After the first bend the cable is straightened out and is then bent 180 degrees in the opposite direction around the same mandrel, following which the bending cycle is repeated, making a total of four bending operations. The cable is so held as not to revolve around its own axis while the bending operation is in progress.

Test for Watertightness. After a sample, cut from the cable submitted, had been subjected to the bending test described above, a wire was tied diametrically across the 6-inch semi-circular bend to maintain the cable in the bent condi-

tion, and another section of the cable immediately adjoining the first was also subjected to the same bending test, with the exception that the bending cycles were started in the opposite direction. This left the final shape of the cable that of the letter S. A watertight "junction box" (made up for the purpose out of pipe fittings) was next attached to one end of the bent cable, immediately adjacent to a bend, by means of a $\frac{3}{4}$ -inch marine type fitting packed with two and one-half turns of the wick packing furnished for the purpose. The bent cable and junction box were then submerged in a tank of water in such a manner that one end of the cable extended vertically downward into the junction box and the other end of the cable extended vertically upward above the water surface. The marine fitting was at a depth of about one foot below the surface, as specified, and the average depth of the two semi-circular bends in the cable was also about one foot.

The cable and its attached junction box were kept thus submerged for a total period of three weeks, with the exception that from time to time they were removed from the water and the junction box was opened to determine whether or not any water had leaked into the box through the corrugations or through the packed joint. No water was found to have entered the junction box at any time during the three-week period.

At the conclusion of this test, as a further check, the bronze armored covering was carefully unwound from the cable and, at the same time, the cable and armor surfaces on the interior were examined for any evidence that water might have leaked under the armor sheath from whence it might eventually enter the junction box. No evidence of such leakage was found.

High Potential Test. Another sample was cut from the cable submitted, subjected to the bending test, and then while the cable was in the bent condition, the insulation between the two conductors, and between the two conductors and the bronze sheath, was subjected for a period of 5 minutes to a 60-cycle alternating voltage of 4.5 kilovolts (rms).

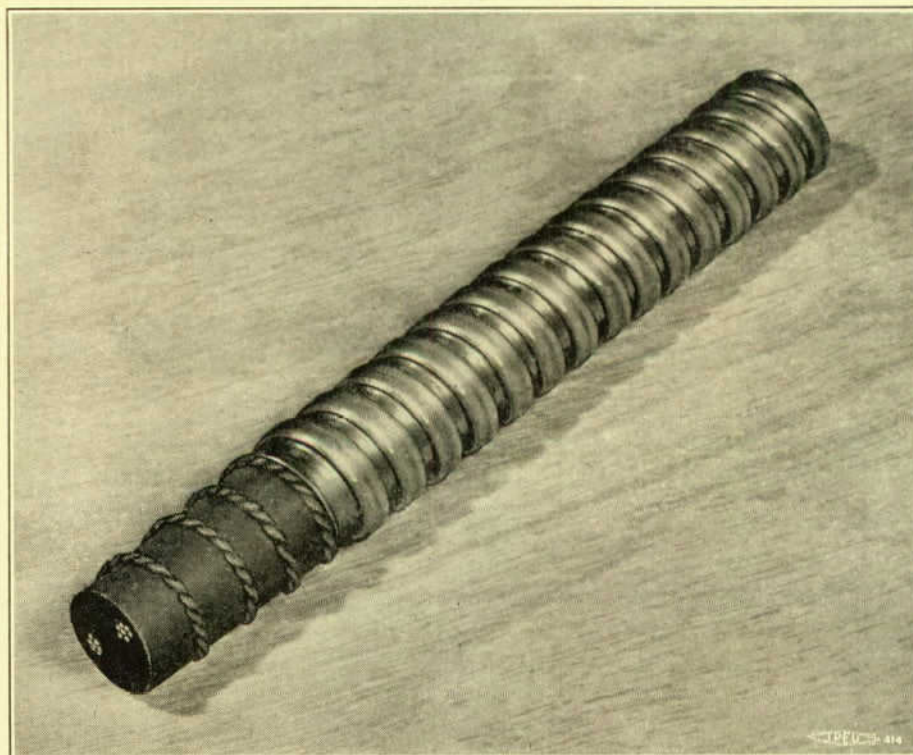
The insulation successfully withstood this test.

Season Cracking Test. A sample of the bronze armored covering was subjected to the season-cracking test specified for bronze flexible metallic interlocking hose in Federal Specifications RR-H-651 (October 11, 1940). This test is there described as follows:

"In order to determine that bronze hose is free from conditions that cause season-cracking, a specimen the full diameter of the hose shall be cut from each lot of 1,000 feet or fraction thereof and immersed in an aqueous mercurous nitrate solution containing 100 g. of mercurous nitrate and 13 ml. of nitric acid (specific gravity 1.42) per liter, for 15 minutes, without failure."

Several sections of the armor were

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NEW BRONZE CABLE

National ELECTRICAL CODE

THREATENED *by Conspiracy*

THE National Electrical Code, guide of 600 municipalities, and sole standard for the electrical industry as far as electrical installation goes, is threatened with extinction.

The cheapest kind of wiring material, repeatedly turned down by the Code and repudiated by every reputable body in the electrical industry, is being pressed in the name of defense.

Sabotage will be made easy.

Bare neutral, repeatedly repudiated, will be enthroned.

Job opportunities for electrical workers will shrink.

Skill will go out of the window.

These are the high lights in a situation developing in Washington.

PRESSING BACKWARD

Under guise of saving rubber and steel, a determined group of men have organized a lobby in Washington to press OPM for a backward-looking program. That program was presented in 1939 to the electrical inspectors of the nation and was summarily turned down. It now is clothed in the mantle of patriotism and marches unabashed into government offices.

Covered neutral cable, the proposal of this lobby, is a flimsy material which can be easily injured with a blow of a hammer or nail. Yet this lobby is telling OPM that economies can be made "with absolutely no sacrifice in safety, reliability or current carrying capacity of the wire." So bold have these lobbies become that they ask OPM to set aside the city ordinances of nearly 600 municipalities in order to get universal acceptance of the covered neutral cable, usually referred to as CNX.

This conspiracy has been organized and is being pressed despite the fact that electricity has become the chief source of power and, therefore, the chief source of production in the United States. Though it is absolutely essential to keep production going and remove every hazard either from plotting men or from negligence, these determined conspirators are seeking to secure from OPM the ruling that will produce what every reputable body of the electrical industry has already declared was a spurious and backward method of wiring.

Compare these specious representations by the lobby with the considered opinion by an engineer on the value of the covered neutral cable taken from the ELECTRICAL WORKERS' JOURNAL for February, 1939:

OFF WITH THE WHISKERS

"Now let us turn for a moment to the

Ancient foes
of good wiring seek to get OPM
to by-pass Code on grounds of
economy

tracing of the contention that bare neutral covered with braid or with a fibrous covering is a safe type of wiring. In other words, let us pull off the disguise from this aggressive wiring standard.

"A wire circuit is usually installed from the meter through the basement of a building, and this location has always been recognized as one of the most hazardous places in residential types. The thin, flimsy braid upon the bare neutral may adequately prevent contact of the bare wire with pipes, and it may prevent the grounded conductor or metal sheath from contact with other metal parts within the building. It may also prevent stray electrical currents leaving the grounded conductor and returning to ground over other paths. But this covered neutral, this spurious type of wiring, must be brought into the box or connector fittings. In order to make these connections, the insulating covering must be removed by the electrician when the connections are made. At once, the grounded conductor comes into contact with the metal box or connector, which may in turn, and probably will, be fastened on a metal lath, a metal framing, or come into contact with water or gas pipes. Thus the very purpose of the insulating braid is defeated, and we are back to where we started—that is, back to a bare neutral type of wiring for interior service.

ONLY OBJECT— CHEAPNESS

"The friends of bare neutral have stated over and over again that they are

urging this type of wiring in order to reduce costs. They have never attempted, to our knowledge, the creation of a covered neutral that would not have the bad features of this braid-covered neutral and would not reduce safety and serviceability. It is significant that the trade associations dealing with plumbing and with water pipes have repeatedly opposed the introduction of bare neutral.

"Trial installations of the covered neutral—this type of wiring we are calling the disguised neutral, or neutral with false whiskers—are often made on a surreptitious basis. Friends of the bare neutral go into a city, talk to utility heads, and maybe with one or two other groups—but they fail to talk to labor or to contractors, or often to wholesalers. They seek to create the impression there is a strong public demand for cheap wiring and for this cheap type, and they secure permission to make trial installations."

New BX Committee Formed

G. A. Johnson, president American Metal Moulding Company, announced December 1 the foundation of a committee in the armored cable industry, pledged to battle for retention of armored cable as an electrical standard and to the philosophy of grounding systems. The com-

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OLD MAN BARE NEUTRAL COMES BACK WITH THE FLAG FLYING

EXTREMISTS *Move Through* Welders for CONTROL

FOR 20 years A. F. of L. unionists have been following a decision rendered by a federal agency in respect to welding. In effect the decision declared: Welding is not a craft. Welding is the result of a tool. That tool rotates among the crafts. So it came about that there are boiler-maker - welders, electrician - welders, plumber-welders, and no welders *per se*. Recently certain ambitious leaders have undertaken to break this procedure, and to unite craft-welders from the trades into an organization and to demand recognition.

A strike resulted on the West Coast. Other strike threats elsewhere have been made. These have been resisted.

A meeting is scheduled in Washington soon with the A. F. of L. leaders to adjust the difficulty.

Here is the decision by the U. S. Department of Labor on the welding tool:

"WILSON AWARD" ON WELDERS (1918)

From the 1920 Convention Proceedings—
Railway Employees Department, AFL
p. 74-76

The issue is squarely that of jurisdiction over different classes of work by organizations composing the Railway Employees Department of the A. F. of L. Not all of these affiliated organizations are involved in the matter brought before the board. For the most part, the questions presented grow out of the discovery, and the application of electricity and oxy-acetylene to the mechanical trades. . . .

. . . It (the oxy-acetylene torch) has in fact revolutionized the entire method of doing repair work in the locomotive departments, car department, blacksmith shop, and boiler-maker shops of the railroads. The disturbance thus created among craft line trade unions must of necessity be very intense. In the interest of industrial progress, however, the exclusive use of a tool or process cannot be conceded to a single craft or any group of workmen. . . .

CRAFTS RETAIN JURISDICTION

. . . With these general principles kept in mind, and with the specific understanding that where "oxy-acetylene or other processes are used, each craft shall perform the work which was generally recognized as work belonging to that craft prior to the introduction of such process," and that introduction of a new process does not give any craft the right to claim an exclusive use of a process or a tool in order to secure for itself the work which it did not formerly perform, the

Minority seeks strategic position in industry by breaking customary procedures

specific details of the subject brought before your board are decided as follows:

BOILERMAKERS

Within the general lines indicated above, the following shall be boiler-makers' work:

Application of studs for the purpose of applying a piece of boiler plate to the outside of the firebox to prevent driving wheel from cutting shell. Application of studs in boiler head to support drip pan over firebox. Application of studs or bolts in frames where necessary to anchor ash pan hangers or wheel covers. The removing and applying of wheel covers. The removing and applying of steel running boards. The removing and applying of wind sheets on locomotives. The testing of air reservoirs.

Roller super-heater pipes in front-end heads. The right to apply all steps, brackets, headlight boards, classification light brackets and other appurtenances when made out of 16 gauge or over.

BLACKSMITHS

As indicated in the text of this award (i. e. welding means solely the joining of two separated pieces of metal together to form one united piece, no matter how performed or with what tools), all welding of whatever kind, wherever and however done, is conceded to the blacksmiths; and welding as here conceded exclusively to the blacksmiths is not to be confused with filling in or building up worn parts of a piece not broken, such filling in here being classed as fusing or melting. Specific cases of welding as brought before the board may be here detailed, but only by way of example, as follows: Welding engine and truck frames; welding pistons, etc. Building up worn engine frames, flat surfaces on locomotive drive-wheel tires, and similar heavy work done by oxy-acetylene or electric process will follow the craft which generally did the work by which the same purpose was accomplished prior to the introduction of such processes. It is to be understood that by the rule "that where oxy-acetylene or other processes are used each craft shall perform the work which was generally recognized as belonging to that craft prior to the introduction of such process," this board means immediately prior to

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THE WELDER

THE president and executive board of L. U. No. B-1186 have been having a difficult time getting our members to serve in the offices and on the committees of our local. It is the same old story all old-time union men know. When the president and the executive board asked me to serve as press secretary, I wanted to refuse—wanted them to get somebody else as I didn't have the time, but, as I knew the few Brothers in office were giving their time and doing their best to get properly organized out here in the "Paradise of the Pacific," I couldn't conscientiously refuse to try to do my bit the best I could to serve my local union. Our president, Brother Larned, said, "Bill, I want you to try to put L. U. No. B-1186, of Honolulu, on the labor map," so here goes.

L. U. No. B-1186 is now a "B" local and has around 300 members. We take in the Pearl Harbor Navy Yard men, most of them being permanent residents. The rest of our members are nearly all national defense workers. L. U. No. B-1260 has the Hawaiian Electric Company men. The Hawaiian Electric Company is Honolulu's public service corporation. L. U. No. B-1260 has approximately 100 members. They are having their troubles, as the Hawaiian Electric Company's attitude toward their employees wanting to join a union is a great deal the same as it was with the public service corporations in sunny southern California when I was there from 1906 to 1915.

LOW-DOWN ON "PARADISE"

At that time you kept your union card in your pocket and didn't tell anyone about it if you wanted to keep your job and to eat regularly. That is why the boys of L. U. No. B-1260, of the Hawaiian Electric Company, have my sympathy. Both locals are having plenty of growing pains at present, and if there are any prophecies being made about whether or not these two Honolulu baby locals will ever grow up to adult locals I will venture to prophesy that if these two locals can be made to survive until they are three years old, the "talking and the beginning to understand age," that they will some day be among the strongest locals under the Stars and Stripes. But it is going to take careful nursing, patient and wise instruction. I don't believe there is any International Office representative on the mainland with any greater problems to solve than Brother M. B. Keeton, our newly-appointed International Office representative. I will try to give you an idea what organized labor is up against in the "Paradise of the Pacific."

The sugar cane plantations and pineapple plantations have been the leading employers of the past, and they have employed mostly peon labor. Where they needed a highly-skilled mechanic, they would hire "haoles" (white men) and sometimes pay them fairly good wages. However, the writer has noticed that few of these haoles are American born citizens, but mostly foreign born. However, they have become naturalized citizens and in most cases are loyal to our government.

HAWAIIAN LOCALS

Have Great Future

By WILLIAM E. STORY (Ka Kau Olelo), Press Secretary, Honolulu

"Restless rampart" in throes of building stirring new unions

It is to be noticed that these foreign born haole mechanics retain a paternalistic attitude toward their Hawaiian employers and, of course, the employers are happy to have their employees feel that way towards them.

THE SHORT SIGHTED "HAOLE"

The sugar and pineapple interests in many instances furnish houses rent free, electricity and water, as well as medical attention for the whole family. As the climate is warm, everybody is guilty more or less of neglecting his share of work and shoving it off onto somebody else. As the haole mechanics became lazier they would teach their helpers how to do their work and often let their helpers do all of their work. The helpers were usually quite willing, because they figured that some day the haole might quit or get discharged and then they would show the Big Shot that they could do the work, maybe not quite as well, but at least they could get by on the most of things until some real pilikia (trouble) came up, but why worry about pilikia until it happened? Of course, they knew the Big

Shot wouldn't pay them as much as a haole mechanic, but still the Big Shot would be very kind and pay them more than they could get as a laborer, so everybody was happy, except maybe the haole mechanic who got discharged.

Several kamaainas (old-timers) have told me that is what happened many times. These ideal conditions for the paternal employers of the "Paradise of the Pacific" have existed for many decades, and, of course, anything that in any way will interfere with these ideal conditions for these paternal employers is at once challenged and ruthlessly fought, regardless whether it is organized labor or the United States Government.

The big business interests of Hawaii are known as "The Big Five," namely, Alexander & Baldwin, Ltd.; American Factors, Ltd.; C. Brewer and Company, Ltd.; Castle and Cooke, Ltd.; Theo. H. Davies Company, Ltd. And, Brothers, talk about your concentrated wealth in the hands of a few, the Big Five is the acme of it. Sugar and pineapples are the big exports, but the people that own the sugar and pineapples own nearly everything else. The Matson Steamship Company, which is Hawaii's ocean transportation; the Hawaiian Electric Company, the electric power company; the Honolulu Rapid Transit Company, the bus company; the Mutual Telephone Company, the island's railroads and the gas company, and they virtually own all of the land in the islands. Therefore, they own the very islands and practically everything on them.

ANTI-LABOR PRESS

So, Brothers, you can now get some kind of an idea of the strong paternalistic influence that organized labor and every union representative has to contend with. Honolulu's two daily papers, a morning and an evening paper, are supposed to be independently owned and probably are, but their editorial policies are controlled by the Big Five, and, of course, they can see no good coming from any union. When anything good has to be said about a union, it is said very grudgingly. You always feel so sorry for either paper when they are called upon to mention any good of any union, for it is done in an apologetic way. There is one weekly paper, The Hawaii Sentinel, that is an awful nuisance to the Big Five and the two daily papers, as it is always telling tales out of school about the "Paradise of the Pacific."

Now for a little advice to the malihini (newcomer) I. B. E. W. men: Don't come



PARADISE OF THE PACIFIC

(Continued on page 670)

GHOSTS *Twinkle Their* *Toes in* COUNTRY DANCE

By SHAPPIE

"On with the dance! let joy be unconfined;
No sleep 'til morn, when Youth and Pleas-
ure meet
To chase the glowing hours with flying
feet—"

—Byron.

ALIGHT tap sounded on the door and Madame entered and said, "My lord! what success have you and my lady had in practicing a dance that will not only serve to enhance your natural dignity and grace but will win you the admiration of your faithful assembled retainers?"

"Sir Galahad," quoth my lady, "hath proved beyond all doubt and peradventure that he is as capable of sustaining the difficult role you have assigned to him as he was in skill at arms, when, in single combat, he vanquished the terrible Black Dragon and freed the simple wood folk from the Dragon's malevolent power. Come, Sir Galahad! let us demonstrate to Madame that when we stepped on the magic carpet of Bagdad and were transported back into King Louis' court, our time there was not ill spent."

She stepped back, curtsied low and took my arm. We paced the first few steps and then, with my arm around her waist, we glided through the graceful mazes of a court dance in a way that brought delight to Madame's heart, and even the oil paintings of the Marquis and Marchioness, staring down at us from their ornate gilded frames on the wall, seemed to nod their approval. "If those frames were empty," said Madame, pointing to them, "I could well believe that the Marquis and his fair consort had vacated them and taken your places. But come, my lord! you and my lady are to lead the grand march and the dancers will be waiting." We followed Madame, and as we stepped out into the bright lights of the hall we must have presented a brave appearance judging by the spontaneous burst of applause that swept the room. My lady and I were young and romantic, Slim, and I am bound to admit that when the procession was formed up behind us and we led the grand march around the room to the strains of "See, the Conquering Hero Comes," played by the fiddlers with a zip that made everybody's blood tingle, that this was not only one of the grandest days of my life, but also, I believe, of my lady's, for I could feel her arm in mine trembling with excitement, and as I stole a furtive look into her face her eyes shone through the slits of her velvet mask like diamonds.

Gorgeously costumed
figures step down from por-
traits on the wall to whirl with
the lively crowd in Terry's
dream of romance

"Truly, my lord!" she whispered, "this is our life's finest day!"

Immediately following us came Madame and Tony. Madame, magnificent in a black silk dress with heavy, elaborate white lace around the neck and wrists, comported herself with the dignity to be expected in one of her noble birth, while Tony, slightly uncomfortable in his best suit and somewhat overawed by Madame's majestic air, yet managed to retain his composure as he strode valiantly along at Madame's side, though it must be admitted his rubicund face was preternaturally grave, lacking its usual smile of good fellowship.

JULES IN MASQUERADE

The next couple—the incorrigible "Mrs." LaFlamme hanging on to the arm of Rose, who was slim and handsome, in the garb of a young voyageur, a bright red sash around her waist, her mass of curly hair bursting out from under a red toque set at a saucy angle on her head, and her eyes dancing with mischief, as she pretended to be shocked at the scandalous way in which her partner was flirting with the men. Marie and a good-looking young fellow about her own age, a handsome couple in their quaint habitant costumes, were next in the line, which extended all the way around the large room.

As the music died away the couples scattered around in little groups. Stepping to the front of the stage the "caller-off" raised his hand for attention, and as the buzz of conversation died away, he announced:

"We are greatly honored this evening to have with us, by special request, the Marquis and Marchioness de Rochambeau, who are to demonstrate to us some of the stately court dances of the period which they represent and which you are to believe they have just emerged from."

A vigorous clapping of hands followed the announcement, and the dancers surged back against the walls, leaving the center of the floor vacant. The "caller-off," who also acted as master of ceremonies, announced the name of the dance—one of those which Madame had given him. As my lady and I stepped out into the open

space, I bowed low, and my lady curtsied to him, repeated this to the audience, and then to each other. As the music started my lady took my arm and we glided softly and slowly through the first part; then we separated and each performed the same movements alone. I don't know whether you have ever witnessed any of those dances, but to me it seems as if all the elegance and grace of other dances is combined in them and the best of today's dances are but pale imitations, but I'll admit they owe much of the charm they possess to the splendid and costly garb of their day. It's a pity there were no films to place on record the dainty and coquettish way in which my lady held her voluminous skirts.

ALADDIN'S LAMP

When I clasped her hand in mine and, with my arm around her slim waist, swung her around in the graceful mazes of the latter half of the dance, I whispered in her ear:

"My lady! let us dance ourselves right

(Continued on page 674)



Ye Author

His tribe is most fierce and
audacious.

He was captured by craft effica-
cious.

So violent his rage
When thrust in a cage
That the people all yelled, "GOOD-
NESS GRACIOUS!"

In his raging he got pencillitis,
And a bad attack of scribbleitis,
And, though 'tis a shame,
It left him so tame
That his actions no longer affright
us.

—Shappie.

Every-day Methods to MAINTAIN FLUORESCENTS

By WALTER HESTON, Acting Manager, Northern California Electrical Bureau, San Francisco

Mr. Heston and his colleague, Clark Baker, gave a short course on servicing and maintaining fluorescent equipment to 600 members of Northern California I. B. E. W. locals. The gist of this course is condensed in this practical treatise. F. J. Maier, recording secretary of L. U. No. 340, arranged with *ELECTRICAL WEST*, which originally published this article, to grant permission for its republication in the *ELECTRICAL WORKERS' JOURNAL*.

CONSIDERING the fact that commercial development of fluorescent lighting in this country has all taken place during the past few years and that the equipment is fairly complicated, it is surprising that so little trouble has been experienced in its operation. Manufacturers deserve credit for the splendid job they have done. Yet, as everyone knows, some operating troubles do develop.

The equipment and circuits involved are so radically new and different from anything encountered before in connection with lighting that it becomes necessary for those who use, operate or maintain fluorescent lighting equipment to familiarize themselves with the principles employed if they are to cope understandingly with troubles that may develop.

Trouble shooting begins with simple test procedures using dummy switch, I. B. E. W. locals hear experts

PART I FUNDAMENTAL FLUORESCENT CIRCUIT

Before an intelligent approach to trouble shooting can be made, it is first necessary to have a clear understanding of the fundamental fluorescent circuit, and the equipment in this circuit. Let us begin with the lamp itself. This consists of a sealed glass tube containing mercury vapor and coated on the inside with a powder which fluoresces, or gives off light when exposed to ultra-violet radiation from a mercury arc. In each end of the tube is a tungsten filament coated with a material that gives off electrons when heated, the purpose being to facilitate starting by ionizing the mercury vapor before an ignition voltage is applied to strike the arc.

During the starting operation, these little filaments are connected in series through a starting switch as shown in Fig. 1. The function of the starting

switch is to permit heating of the filaments for a few seconds. The switch then opens the filament circuit and the arc strikes.

Unfortunately a mercury arc of this kind will not operate satisfactorily unless there is some sort of a ballast, or current limiting device in the circuit. This is necessary because the resistance characteristics of a mercury arc are diametrically opposite to those of a tungsten filament lamp. That is to say, the hotter the arc the lower the resistance, and the lower the resistance the more current will flow and the hotter will become the arc, and so on. Hence, without a ballast the current would continue to build up to an excessive value.

A simple resistance would serve for this ballast, but the watts wasted in heat would about equal the watts consumed by the fluorescent tube, so for the sake of efficiency a reactance or choke coil is employed. Wire wound around an iron core forms such a choke coil. This is an efficient device that impedes or holds back the current by an induced counter voltage set up in the coil of wire.

This completes the fundamental fluorescent circuit of Fig. 1. An accompanying photograph shows such a simple circuit. The top tube uses a manual starting switch, while the second tube is started by a thermal switch of the earlier types.

TWO MAJOR OBJECTIONS

Wide public acceptance of fluorescent lighting immediately brought about two serious objections to this comparatively simple set-up. First, was the stroboscopic effect or flicker produced because the arc practically extinguishes 120 times a second as the 60 cycle alternating current passes through zero value.

Second, was the fact that such a circuit has a power factor of only about 50 per cent. This low power factor results from the fact that a choke coil draws a magnetizing current from the line that lags 90 electrical degrees behind the impressed voltage of the circuit. When this 90 degree component is combined with the in-phase current taken by the lamp the resultant current lags behind the voltage, so that the power, or watts in the circuit, is no longer equal to the product of the voltage and the current, but must be multiplied by a factor, always something less than one. This factor expressed either as a decimal fraction, e.g., .5, or as a percentage, is what is known as "power factor."

This is not the place for a further technical explanation of power factor. Suffice to say that in a fluorescent circuit of 50 per cent power factor, the amperes will be just twice what they would be if the same wattage were to be consumed in an incandescent lamp, or any other device operating at 100 per cent power factor.

This low power factor was a serious matter indeed, involving the rate payer very definitely. It is a well known fact that all utility rates are based upon the investment necessary to serve a given area. If utilities were required to assimilate this rapidly increasing fluorescent lighting load without something being

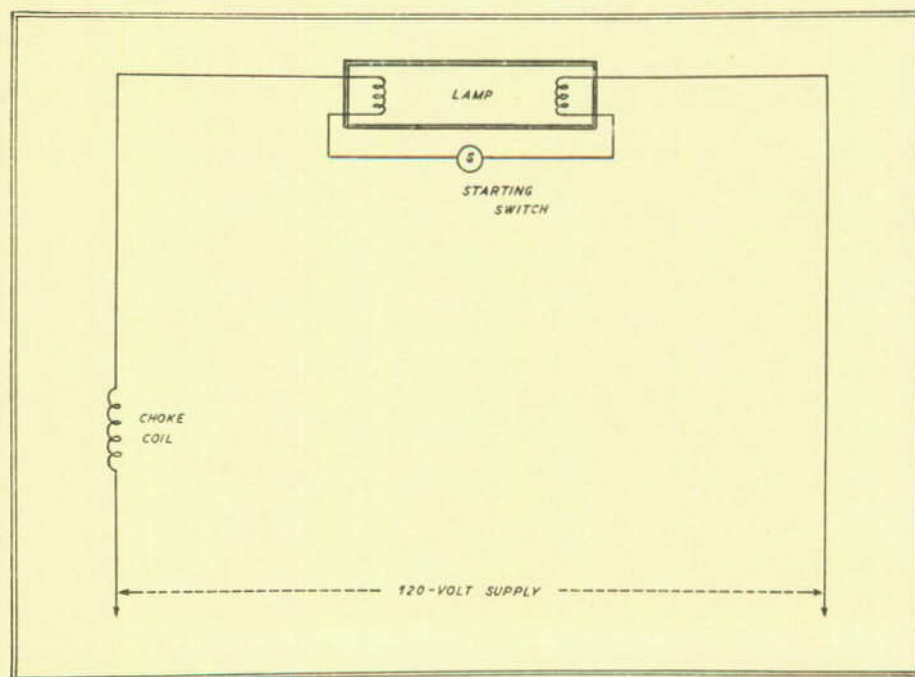


FIGURE 1

—E.P.U.— 414

done to correct the power factor, it would mean that future rate reductions might be forestalled for years to come, and this definitely would not be in the public interest.

Obviously, if the circuit supplying a 40-watt fluorescent tube draws $\frac{2}{3}$ of an amp. as against $\frac{1}{3}$ of an amp. for a 40-watt incandescent lamp, then the utility must go to the expense of installing static condensers on its distribution lines, or its system must carry this excess current all the way back to the generator windings. Moreover, twice the size of copper would be required in the customer's own wiring system and he too would be heavily penalized.

No injustice would be done if it were not for the fact that watt-hour meters do not measure this so-called wattless, or magnetizing current. Hence, the utility must provide the copper to carry the excess current, yet it receives no pay for it. This situation would have brought about a discriminatory rate condition as between a customer who used fluorescent lighting and one who used incandescent lighting. State regulatory bodies throughout the country quickly recognized the potential gravity of the situation and either approved power factor correction clauses filed by the utilities or instituted power factor rates on their own behalf.

THE TWO-LAMP AUXILIARY

Fortunately, there is another electrical device known as a condenser or capacitor. A condenser charges and discharges when connected to an alternating current circuit and, peculiarly enough, this charging *leads* the impressed voltage of the circuit by 90 electrical degrees. It will be recalled that the magnetizing current of the choke coil *lags* by 90 degrees.

The next step in the evolution of the fluorescent auxiliary was the so-called two-lamp auxiliary. Herein, the manufacturer completely solved the power factor problem and for all practical purposes whipped the flicker effect as well.

It is not meant to imply that the power factor problem could not have been solved without the two-lamp auxiliary. In the fundamental circuit of Fig. 1, the power factor can be and is corrected in commercial fixtures by a condenser, either across the choke or across the line. Incidentally, this is exactly the means that will have to be employed to correct the power factor of many of the earlier installations of fluorescent lighting to meet the power factor requirements of utility rate schedules.

Let us now look at the circuit diagram of this auxiliary as shown in Fig. 2. First, we find an auto-transformer that steps up the line voltage from 115 or 120 to somewhere around 200 volts. Lamps of the 30, 40 and 100 watt sizes require higher voltages across the lamp terminals, and also higher starting voltages, and it was found desirable to make use of an auto-transformer to obtain most satisfactory operation. Two lamp auxiliaries that do not contain an auto-transformer operate essentially on the same principle as those with auto-transformers.

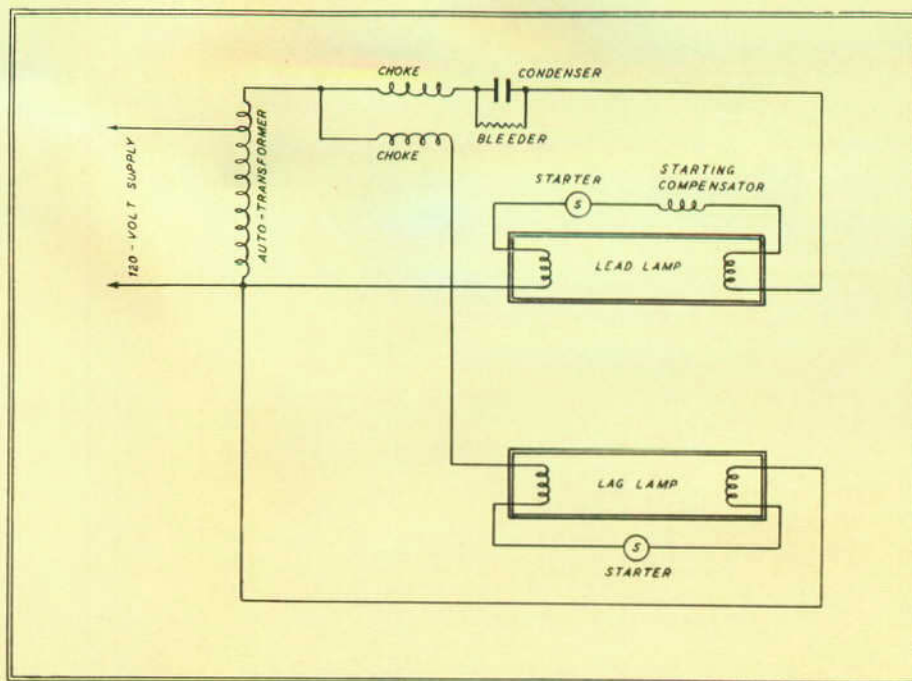


FIGURE 2.

LEAD LAMP CIRCUIT

Next, it will be seen that each tube has a circuit of its own. The upper tube in Fig. 2 is the so-called lead lamp and operates through a choke and condenser in series. The values of inductance and capacity in these two devices are so chosen that the line current taken by the lead lamp circuit leads the line voltage by approximately 48 degrees, and hence the power factor of lamp and circuit is about 67 per cent *leading*. When the two-lamp auxiliary was developed, it was found that the starting current of the lamp, which is about twice the normal operating current, produced so much voltage drop due to the series condenser that the lamp had difficulty in starting. This was overcome by introducing a starting compensator, or choke coil, in that part of the circuit which contains the starting switch. This compensator is to introduce more inductance in the circuit during starting only, to help counteract the effect of the over-size condenser used to obtain the large component of leading current during normal lamp operation. The effect of this starting compensator is then to produce a higher filament current and insure proper preheating during starting.

One other thing is to be said about the lead lamp circuit. There is a small bleeder resistance shunted across the condenser to drain off any charge that might remain stored in the condenser when the circuit is de-energized.

LAG LAMP CIRCUIT

As for the lag lamp circuit, it will be seen that this is essentially the fundamental circuit of Fig. 1. Its power factor is about 50 per cent lagging, i.e., the resultant current lags behind the voltage by about 60 degrees. Now, when the leading current in the one part of the auxiliary circuit is combined with the lagging cur-

rent in the other, the resultant of the two is had in the line feeding the unit as a whole. This brings the line current nearly in phase with the voltage, resulting in a line power factor of about 98 per cent, which is entirely satisfactory to everyone concerned.

Solving the power factor problem in this manner was done by design and not by happenstance. It is evident from the foregoing that the current in the two lamps operating on a two-lamp auxiliary are approximately 108 degrees out of phase with each other. This means that when the current in one lamp is passing through zero, or the dead light spot, the current in the other lamp is at its near maximum and that lamp is giving near maximum light output. Thus, the current never passes through zero value in both lamps at the same time. The combined or mixed light from the two tubes acting as a single source is in this manner devoid of any objectionable or harmful flicker (stroboscopic effect).

STARTING SWITCH

One other piece of equipment, the starting switch, should be discussed before taking up trouble shooting. This performs an important function in a piece of fluorescent lighting equipment, and unfortunately it gives some trouble.

The thermal switch and the glow switch are the two types in general use at the present time.

The thermal switch consists of a bimetallic strip that is heated by passage of the filament current through it. After about two seconds, its contacts are opened, the arc strikes and the tube lights. One of the latest of these switches to appear on the market has a $\frac{1}{4}$ -watt heating element which remains in circuit in parallel with the fluorescent tube. The small amount of heat dissipated by this tiny heater serves to prevent the bimetallic strip from cooling and re-establishing the arc.

lishing the circuit through the filaments. Otherwise, the starter would combine to function over and over again.

The most widely used starter is the familiar little neon glow switch. This consists of a bi-metallic contact strip sealed in a small glass tube which contains neon gas. The contacts of the switch are open when the circuit is dead. When the fluorescent lighting unit is energized a voltage is impressed across the terminals of the starter, as will be evident by referring to any of the accompanying wiring diagrams. Neon gas is a conductor, so a current flows through the gas between the two sides of the circuit within the tube. This heats the gas and causes the bi-metallic strip to bend and close its contacts.

The metallic path thus established through the switch causes the current to cease to flow through the gas and the bi-metallic strip cools and breaks its contacts. At this instant an ignition voltage is impressed across the tube and it lights. The starting switch is now shunted across the mercury arc path in the fluorescent tube, and since the mercury arc path is of low resistance as compared to the path through the neon gas in the starter, there is insufficient heat produced in the neon gas to cause the bi-metallic to re-close its contacts and thus re-cycling is prevented.

The glow switch starter is a unique device, but like all starters it is a delicate device and sometimes gives trouble. Manufacturers are still devoting a great deal of research to further improvement in starting switches and to their possible elimination altogether.

PART II

TROUBLE-SHOOTING SUGGESTIONS

Having laid a proper background we may now turn to a consideration of operating troubles. It is desirable to determine in so far as possible the nature of the trouble before opening up the fixture to get at the auxiliary or before taking the fixture down where it can be worked on.

A surprising amount of information can be gained by access to the starting switch socket only.

It is suggested that an old starting switch be dismantled and two leads brought out through the top of the switch can and that this be kept as a permanent piece of test equipment. This device is shown in one of the accompanying photographs.

Insert this dummy in place of the regular starting switch. Touch the ends of the leads together. If the filaments in the tube glow, allow them to burn for several seconds and then *quickly* break the contact. If the tube lights, then look for trouble in the starting switch. If the tube flashes but does not light, then it is likely that it has served its useful life and must be replaced. However, it is quite possible that failure of the tube to light is due to low voltage on the circuit. This may be determined with a voltmeter. Fluorescent tubes are rated at 118 volts and trouble may develop in their operation if the voltage falls too far below this value.

When the leads from the dummy starting switch are touched together, if the

filaments do not burn, then any one of several things may be the cause of the trouble. First, and most likely, is that there is an open circuit in one of the filaments, or poor contact in a socket. Replacing the tube will check this. Another procedure is to remove the tube and short the two terminals of each socket with a "U" shaped piece of wire. Or better still, break the ends off a burned out tube and twist the two wire prongs together so as to short the two terminal pins. Wrap a piece of tape spirally around the metal rim to prevent cutting the hands on the rough glass edges. This piece of test equipment will be found very useful in shorting out the sockets in the fixture and, together with the dummy starting switch, are good pieces of test equipment to have on hand. These sockets ends are shown in the photograph with the dummy switch.

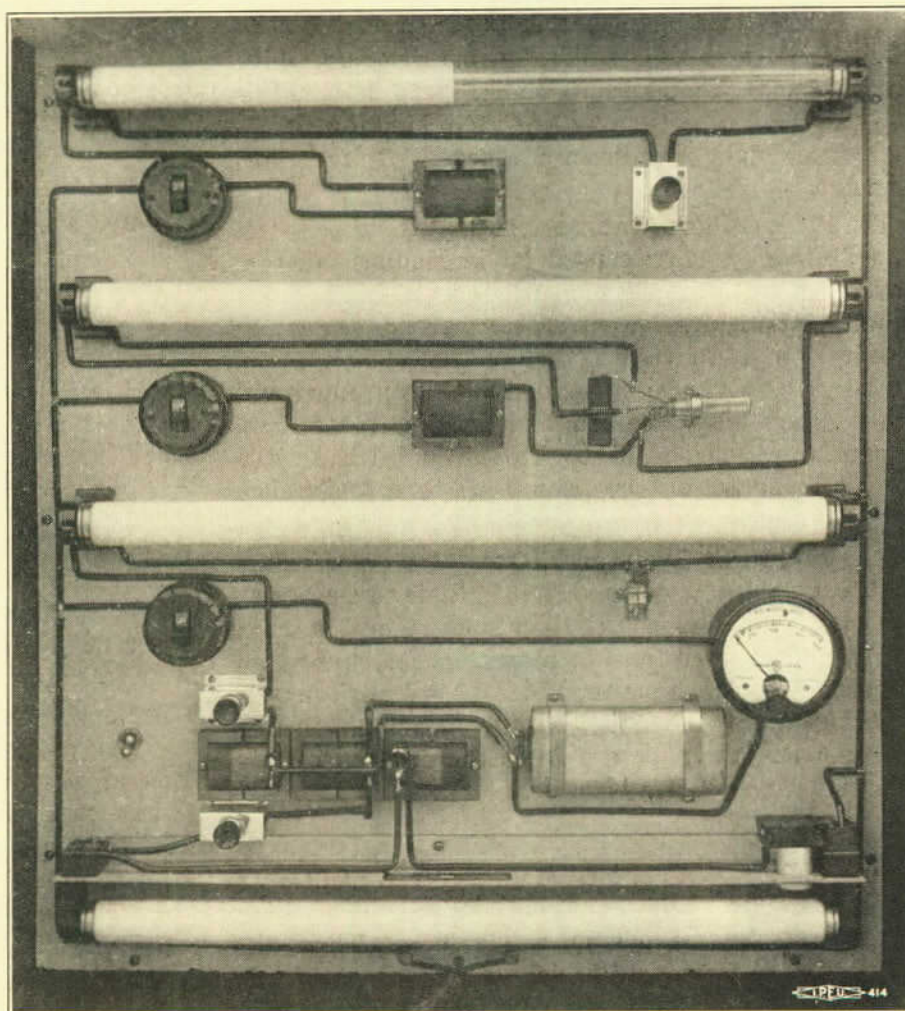
When the fixture sockets are shorted out, the whole circuit is continuous right through to the terminals of the starting switch, as will be evident from Figs. 1 and 2, providing everything is in working order. *Do not touch the leads from the dummy starter together under these conditions, as this may damage the auxiliary.* Instead, connect the leads to a 220-volt test lamp or voltmeter. The voltage on

the lamp or voltmeter will be somewhere around 200 volts on a two-lamp auxiliary of the usual auto-transformer type.

If there is no current on the lamp or voltmeter, then any one of three things may be wrong: (1) the circuit feeding the fixture may be dead; (2) the auxiliary may be burned out, or (3) there is an open circuit somewhere in the wiring. If test shows that the circuit is energized, then perhaps an inspection of the auxiliary and wiring can be made with the fixture in place. If a test across the two line terminals of the auxiliary shows that the circuit is hot up to that point and no loose connections can be found, then replace the auxiliary, as the trouble is undoubtedly in it. However, do not be too hasty in replacing the auxiliary until it is certain that some loose connection, poor contact or open circuit has not been overlooked.

When only one tube of a two-tube unit will light. This may be due to a burned-out starter; a burned-out tube; poor contact in sockets; or an open circuit in part of the auxiliary or its connections. If none of these are the cause of the trouble, then it will usually be found that the lamp in trouble is near the end of its life or there is low voltage on the circuit.

(Continued on page 669)



Illustrating the fluorescent circuit in diagram as set up on a display board. Top shows the fundamental fluorescent circuit with choke coil and manually operated switch. Next is the same circuit with the thermal switch opened up. Below is the conventional two-lamp circuit, with a milliammeter in the line.

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Goodby and Hello Goodby to the Old Year. It has been a tough one. Hello to the New Year. May it be better.

The year just closing, 1941, is probably the most difficult of this difficult war period. Sleepily and somewhat morosely the giant which is America has aroused itself and clumsily made the changeover from good natured peace-time production to war production. By October this year production had reached almost satisfactory levels according to sound American standards. Planes are flown to our allies. Tanks are coming off the conveyor lines in almost unbelievable numbers. Ships drop from the yards with lightning speed. Battleships of infinite complexity complete their building schedules six or eight months in advance. America is still America.

The Fifth Column in this country is all but eclipsed. The disarrangements caused by impending inflation have been met without too serious wrenching of our group relationships. Nearly all labor groups are acting intelligently and loyally in this momentous situation. To be sure there are minor dislocations pending and other minor crises are being faced. But in the main it can be asserted that the United States has made the all-important change from peace-time production.

Public sentiment is consolidated behind the policy of the President. Even the kibitzers are quieter. The anti-foreign policy group finds it to their advantage to say little about the part of their country in this great crisis, and takes refuge in attacking England as an imperialistic, selfish power. What most Americans are replying to this innuendo, is that we are not in this war for England; we are in it for ourselves. Only America can save America.

Four-Square Social Security At the close of eighteen months of war in Great Britain one thing stands out as significant. There has been no curtailment of social security programs in England. In fact social security has been advanced. Ernest Bevin, the Minister of Labor, stated recently that in social security he saw a great unifying principle

capable of uniting all classes of society for the betterment of the nation.

The achievement of a successful social security program in the United States is essential to the ongoing progress of this country at this time or in any other decade. Soon amendments of the Social Security Act will be brought forward and they should have the support of labor when they appear to stabilize the present system on a sound financial basis; when they widen coverage; when they tend to turn back misfortune from larger groups of citizens.

The labor movement has been a great ameliorative force in this country. By emphasizing the need for a high standard of living, it has certainly raised the standard of citizenship and decency of living conditions to millions of families. The labor movement is certainly the foundation stone of any social security system. Unions have early seen the need of old age pensions and out of work benefits. They tried to set up such buttresses against misfortune by means of their own union plans, but these plans were on scales so small they could not meet the sweeping losses of periodic depressions. By joining together millions of citizens under an insurance plan, the government has made it possible to pay pensions and pay job insurance on time and with good effect. It is absolutely essential that the social security program be left unimpaired and be allowed to widen its influence to more and more citizens with larger benefits.

REA Agreement The signing of an agreement between the International Brotherhood of Electrical Workers and the Rural Electrification Administration may well mark a new era in labor's progress in the United States. It suggests that the system of labor relations tested on the TVA and brought to the point of a formal signed agreement has now begun its course on the REA, another great public enterprise. The REA in the six years of its accomplishment has made provisions for the electrification of 1,500,000 farms. It has been instrumental in connecting 1,000,000 farms with central station power. More than one-third of the farms in the United States are already electrified or provided for. The REA has lent money to 766 farm cooperatives, 15 public bodies and 24 private companies.

The entire rural economy in the United States has been sweepingly changed by the arrival of the REA. This, of course, is a great accomplishment but the field is vast. Nearly 4,000,000 farms in the United States are yet to be electrified. Already some 316,000 miles of electric line have been built and energized. About 60 generating plants have been erected.

Harry Slattery, administrator of REA, estimates that when rural electrification is complete, there will be needed fully 25,000 electrical workers to man the rural systems and another 25,000 to install and service farm wiring. He goes on to forecast that probably

10,000 electrical supply shops will have to spring up to take care of this new market and that these shops will have to employ thousands of workers connected with demonstration, sale and installation of electrical appliances.

Strictly speaking then, rural electrification in the United States belongs to what has come to be called the public power field. It may well be thought of as part of the great developments along the Tennessee River, the Columbia River, the Colorado River, and as a part of the expansion of state operation in South Carolina, Nebraska and Texas. This public power field is, of course, in many of its technical aspects like the generation and operation of a private electric utility. On the other hand, the dynamic agency behind this public power is the government, and this fact means that the public power field is quite different from the private power field and demands different treatment by workers negotiating agreements or taking part in forwarding the enterprises.

The International Brotherhood has a great opportunity in the rural electrification field. It should be aware of this opportunity and develop it to the utmost.

Framed Forums When the history of this amazing era is written, someone will be shrewd enough to point out that democratic institutions have lent themselves to a great deal of manipulation by those people who wish to destroy them. One case in point is the "framed forum." The forum method of carrying on a debate in order to crystallize public opinion has been the cornerstone of the American system. The New England town meeting set the standard early in American life. During the trying time of this era, forums based on the theory of free speech have been utilized, in most occasions properly and wholesomely, but in some cases ludicrously. Communists have belabored loudly for free speech. They have set up forums but they have managed the forums so that only one kind of opinions have been expressed. They have chosen the chairman. They have chosen the principal speakers and have even chosen the audience. Usually the forum includes the selection of one sacrificial lamb from the opposition, so the sacrificial lamb may be forthrightly and thoroughly butchered in sight of the invited wolves. All this, of course, would be funny if it did not involve vital public opinion.

Closed Shop Apropos of the general public discussion of the closed shop, what Samuel Gompers told students at Harvard University in 1921 is significant:

"The titles 'open shop' and 'closed shop' are both misnomers—both the terminology of the opponents of labor. Incalculable mischief results from general acceptance of wrong definitions in relation to public questions and issues. Not infrequently the public belies its claim to enlightenment by clinging year after

year to a falsehood in the face of the proof of falsehood. The effort of hostile employers to break down the union movement through the establishment of non-union shop conditions is a case in point.

"The union shop is a shop in which there is a definite agreement between the employer and the workers as an organized unit. In union shops non-union workers sometimes are employed, but only when union men can not be had. Most agreements provide that when no union workmen are to be had non-union workers may be employed, with the proviso that they make application for union membership within a reasonable period of time.

"The non-union shop is a shop in which union men are not employed, in which there is no organization of the workers and in which the workers, as a consequence, have no voice in the determination of questions which affect them. In such shops the dictum of the employer is final as to all things and his right of discrimination or discharge for any reason or for no reason is absolute.

"The anti-union shop—and that is generally the 'open shop'—is a shop in which the employer pursues a militant policy in opposition to organization. It is the shop of the crusading employer, bent upon maintaining industrial autocracy and upon restoring it where trade unionism has broken it down."

Is the Farmer Mistreated? From time to time it is pointed out by the press that the American farmer is very much "put out" by favoritism shown to the American worker. We can understand that superficially the farmer can easily be deluded into this conception, and we know from long experience that many farm implement companies have husbanded this delusion and made it work to their advantage.

It is axiomatic that farmer prosperity is essential to the prosperity of the country and that farmer prosperity would greatly forward the prosperity of the workers in the cities. Workers certainly do not want the farmers to either have a low standard of life or suffer from misfortune. One thing that workers can well wish for farmers would be a great program of economic education. Farmers can be deluded because they do not even know their own industry. As has been repeatedly proved, the farm economy is not the industrial economy. To a large degree free enterprise on an individualistic basis still operates in agriculture, though a great deal of planned economy and control operates in industry. The farmer should come to understand that his financial reverses, therefore, are not due to the worker in the city but the bad adjustment of the two economies: one, individualistic, and one, controlled. It would be an excellent thing if the Department of Agriculture through its county agents would set up courses in rural and industrial economics so that the gap between labor and the farmer can be intelligently spanned.



Woman's Work

— I P U — 414



LET'S FIND WAYS TO BE MORE FRIENDLY

By A WORKER'S WIFE

FRIENDLINESS is something you can keep on giving away and yet the more you give, the more you have.

Here's a new idea for you women who enjoy being friendly:

Local Union No. 1 of St. Louis has a Travelers' Club. This was organized by wives of members of Local 1 particularly for the benefit of wives of out-of-town members who are working in St. Louis. In connection with the defense program electrical workers are receiving calls to jobs all over the country.

Here's Brother John Electrician coming into St. Louis. The job he is called to will last several months. He's bringing his wife and small children with him. Of course John will be so busy during the day and will make so many human contacts on the job that he won't be lonesome. But Mrs. John, in a strange city where she knows no one, might be unhappy. So the good sisters in St. Louis are offering her a friendly hand.

The club meets every Thursday and all the women relatives of I. B. E. W. members working in St. Louis are very cordially welcomed. Officers recently elected are Mrs. John Lewellyn, president; Mrs. Edward Peolle, vice president; Mrs. John C. Black, secretary; Mrs. Fred Jollie, of Chicago, corresponding secretary; and Mrs. George Headly, of Texas, treasurer. Anyone wishing further details should write to Mrs. Fred Jollie at 4716 McPherson Avenue, St. Louis.

This is an idea which might well be adopted by other auxiliaries in cities where large projects are bringing in Brother electrical workers by scores and hundreds. Men working together enjoy the new acquaintances they make on the job, many of which develop into lasting friendships. But the little woman in the furnished apartment is bored to death. She's been jerked out of her familiar surroundings and her circle of friends, and she doesn't know what to do with herself. If there are lonely souls like this in your community you'll be doing them and yourself a favor if you seek them out.

You might even consider it doing something for national defense, girls, because if you keep the wife happy John will be able to keep his mind on his work instead of wondering whether she'll walk out and go back home.

Auxiliary members also should make a special effort to be friendly to the wives of new members of the local union. When a man becomes a union member it's an important event in his life. Both

he and his family would like to have some notice taken of it. A prompt and cordial invitation to the wife to join the women's auxiliary will be appreciated. Everything possible should be done to make her feel like "one of the bunch." It helps to make one more real union family that will strive to understand and live up to the principles of unionism.

And you girls who are working in the electrical industry, and are members of the I. B. E. W. yourself, do you take the trouble to welcome the newcomer? Give her a little help if you can. She's not dumb, she's just green. Remember, somebody had to show you how. Do you ask her to join you at lunch, or do you give her the cold shoulder? Friendliness now when she is new on the job will be so gratefully received you shouldn't withhold it. There is snobbery in the factory as well as in the Junior League. Far from being a social accomplishment, snobbery is a social sin. It generally indicates a form of inferiority complex. The snob is

afraid other people won't accept her own high estimate of herself, so she takes care not to let them know her. If you're sure of yourself you can afford to be friendly.

And you who are the recipients of the friendly gesture, please respond in the same spirit! If you are invited to a meeting or a party, don't "make excuse" that you have a previous engagement or some other cause that prevents you from going. Even if you must inconvenience yourself, go out and meet the group. There are good friends waiting to be made if you'll try. To be standoffish is a confession that you're not sure of your ability to make people like you.

The most charming and happy people aren't necessarily rich nor well-educated. They are the people who have learned to be natural. They don't worry whether they are well-dressed or not. They don't wonder what kind of an impression they are making because they aren't out to make "an impression." They can relax and enjoy their contacts with other people.

If you are not one of those fortunate souls naturally gifted with the power to please and be pleased, and if you are rather tense and self-conscious on meeting new people, remember that there are many others in the same boat. Try to put someone else at ease. Ask a few questions, show interest, pretty soon you'll strike a mutual interest or liking which you'll both enjoy discussing.

There is a great deal of uprooting and moving around in the United States now. Frequently people find themselves in situations which are much less comfortable and convenient than they had at home. It's discouraging to feel, also, that you are just one more person in a big city and nobody cares whether you're there or not. Money is only one part of the sense of well-being that makes morale. It is necessary for humans to have social contacts and to stand well with their group.

This uprooting and moving around may be a very good thing for the nation, or it may be bad. It depends on the sum of individual reactions. The fellow who gets a bad deal in a strange place becomes surly, suspicious. Ever afterwards he will criticize the people of that section. Suspicion will cloud his dealings with all strangers. The person who is kindly treated will carry that spirit along with him.

(Continued on page 665)

HOWDY, NEW AUXILIARIES

Several new women's auxiliaries are in the process of formation. Among them are the following:

Women's Auxiliary to L. U. No. B-108, Tampa, Fla.

Women's Auxiliary to L. U. No. 278, Corpus Christi, Texas.

Women's Auxiliary to L. U. No. B-520, Austin, Texas.

Women's Auxiliary to L. U. No. 903, Gulfport, Miss.

Women's Auxiliary to L. U. No. 917, Meridian, Miss.

Women's Auxiliary to L. U. No. 923, Augusta, Ga.

We'd like to welcome them to the jolly bunch of I. B. E. W. auxiliaries and wish them much success.

The International Office has copies of a sample constitution and by-laws for women's auxiliaries which we will send on request. But we do not have other forms, charters, membership blanks, stationery, etc. Auxiliaries do not pay dues to the International Office but are affiliated directly to the locals.

WOMAN'S WORK would like to be notified when a new auxiliary is formed so that we can place you on our list, together with the name and address of your corresponding secretary. Auxiliary correspondence is welcomed to the extent of the space we have here on these pages.

Women's Auxiliary

WOMEN'S AUXILIARY, L. U. NO. B-1,
ST. LOUIS, MO.

Editor:

Thanks, girls, for the lovely cards and letters we received. We are happy to know that you think we are doing a good job of our auxiliary. With good leadership and cooperation you can't lose. Forward march is our ambition.

We are planning our Christmas party at the Rose Bowl on December 17. Wish you were all here again to help us enjoy a pleasant afternoon.

We hope you will all accept this note in answer to the many cards we received and write us again.

Best wishes to all, and a merry Christmas and happy New Year is the wish of all the ladies.

MRS. MAY DAILEY,
President.
MRS. HENRIETTA MEINERT,
Secretary.

7621 Canton,
University City, Mo.

WOMEN'S AUXILIARY, L. U.
NO. B-108, TAMPA, FLA.

Editor:

After an absence of several years, we are glad to be back. In October several of the women got together and decided to reorganize our auxiliary. A meeting was held at the Tampa Terrace Hotel on November 13. Officers elected were Mrs. Norman Grace, president; Mrs. T. C. Johnston, vice president; Mrs. H. E. Kilmer, secretary; Mrs. Charlie Schult, treasurer.

The following committees were appointed: by-laws, Mrs. T. B. Jones, Mrs. John McKinley, Mrs. Curtis Sewell and Mrs. C. E. Beck; membership, Mrs. Frank Combs, Mrs. C. G. Robbins and Mrs. E. V. Porter; sick committee, Mrs. Oscar Eichelberger, Mrs. R. M. White and Mrs. Marion Trotta; entertainment, Mrs. Andrew Hamilton, Mrs. McKinley, Mrs. Porter and Mrs. Eichelberger; press secretary, Mrs. L. T. Payne.

We are planning a bunco party December 16 at the Tampa Electric Leisure House. We are hoping to have a real live auxiliary and accomplish a great deal for organized labor, as we have about four times as many members now as we did before. Since we have had only one meeting there isn't a great deal to write about, but hope to be back next month with more news.

In closing I want to wish everyone a merry Christmas and a happy and most prosperous New Year.

MRS. L. T. PAYNE,
Press Secretary.

1208 32nd Ave.

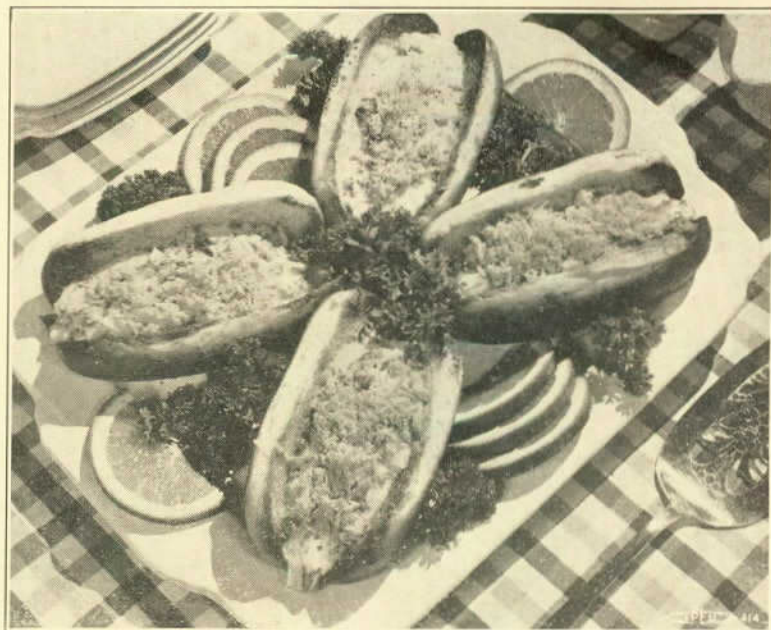
WOMEN'S AUXILIARY, L. U.
NO. B-520, AUSTIN, TEXAS

Editor:

The organization of the women's auxiliary for Local No. B-520 has been voted in by the union, and officers were elected. We had 28 members present for our first meeting. Since the members of this local are scattered in other states and also in neighboring towns, we were proud of the attendance.

We set the membership fee as \$1 and let it include the first month's fee or dues. The monthly dues are 25 cents. Local No. B-520

(Continued on page 665)



Courtesy National Association Service

FOR YOUR HOLIDAY BREAKFAST

By SALLY LUNN

Breakfast on holidays, and Sundays, too, should be something special. We have time to be more leisurely than on week days, both in preparing and in eating it. Time to enjoy the food, and to linger, relaxed, for a second cup of coffee.

CHIPPED BEEF DE LUXE

Heres' a new breakfast special for the special breakfast that's inexpensive, easy to fix—but does it look festive!

Split finger rolls into a V-shape, then fill each with a mixture of creamed chipped beef and the white of a hard-boiled egg, chopped. Place under the broiler 'til edges of buns are toasted, then top each with the hard-cooked yolk of an egg, pressed through a sieve.

BOILED COFFEE

For the most delicious coffee you ever tasted, try the old-fashioned way of making it:

- 1 cup coffee (percolator ground)
- ½ cup cold water
- 1 whole egg or 3 eggshells
- 6 cups boiling water

Scald a large coffee pot. Place the ground coffee in it and mix into it the egg and/or crushed eggshells. Mix in ¼ cup cold water. Measure in 6 cups boiling water. Place pot on burner, bring rapidly to a boil. Reduce heat; boil for exactly three minutes. The spout of the pot should be stuffed with soft paper to avoid losing the aroma. When three minutes are up, remove pot from burner, pour in ¼ cup cold water to settle the coffee and allow it to stand for 10

minutes in a warm place before serving.

If eggshells are used they should, of course, be washed before raw eggs are broken. These may be saved and kept for several days in a covered dish in the refrigerator especially to be used for coffee.

PINEAPPLE TEA RING

Another grand breakfast surprise, which is well worth the effort for the compliments it will bring you, is a tea ring. Never thought you could make one yourself? Well, try this recipe:

- Sift together
- 2 cups sifted flour
- ½ teaspoon salt
- 4 teaspoons baking powder
- ½ teaspoon mace
- ½ cup sugar
- Cut in, until like grains of wheat, 4 tablespoons shortening
- Add 1 egg, well beaten, and ½ cup milk.

Mix well, turn out on floured board or cloth. Knead until smooth. Roll into rectangular shape, about ¼ inch thick. Spread with melted butter, sugar, cinnamon, raisins, chopped nuts, sliced maraschino cherries. Roll as for jelly roll. Lift onto a greased baking sheet, shaping the roll into a ring, and sealing the ends together with a bit of milk. Holding the scissors at right angles to the roll, cut almost through it every two inches. Pull out the points that are formed in cutting, and slip a fourth slice of pineapple into each cut. Bake at 400 degrees, a quick oven, about 25 minutes. Serve hot. As good for dessert as for breakfast.



Correspondence



L. U. NO. B-1, ST. LOUIS, MO.

Editor:

GREETINGS!

The FIRST LOCAL of the Brotherhood wants to be the FIRST to wish each and every one a MERRY CHRISTMAS and A HAPPY NEW YEAR.

CONVENTION NEWS

It Was Said:

That Ed Sanchey, of L. U. No. 124 liked the St. Louis girls and would like to attend more conventions in St. Louis.

Jack Hartman of L. U. No. 1 has had his hand tied up since the convention, due to shaking hands with everyone attending. He shook hands with more strangers with No. 1 cards than any other No. 1 member.

Jimmy Altic, of L. U. No. 309, got lost at one of the sessions when the delegates stood up.

Morry Newman, of L. U. No. 1, was very conspicuous by his absence.

Walker Hudson, of L. U. No. 1, was on a merry-go-round the week he was in town—and didn't catch the brass ring.

Charlie Paulsen, of L. U. No. 134, ate three salads between speeches.

Adolph Touchette, of L. U. No. 309, had to get new pockets in his suit?????

John Meinert, business representative of L. U. No. 1, insisted on *not* letting the sword hit the horse.

Leo Hennessey, of L. U. No. 1, didn't sleep the whole week.

President Edward J. Brown, of the I. B. E. W., kept repeating "The arrangements were fine, Brother Morrell."

John T. Meinert, president of L. U. No. 1073, of Pittsburgh, Pa., met John T. Meinert, business representative of L. U. No. 1, St. Louis, Mo., for the first time. Neither had known the other prior to the convention—

S-o-o-o-o. THE John T. Meinerts and their wives enjoyed a delightful time together during the week.

NATIONAL ELECTRICAL EXPOSITION LOCAL NO. B-1, I. B. E. W.

Do You Know:

That 50 years ago there was an electrical exposition just three blocks north of where this exposition was held?

That the ELECTRICAL HOME WAS WON BY Mrs. Lula Atkinson, of St. Louis, Mo., by naming the home "THE ELECTRAMERICAN HOME"?

That there were more than 40,000 entries?

That the St. Louis Globe-Democrat newspaper columnist, Edgar B. George, said: "The A. F. of L. Electrical Workers here donated a fully-furnished six-room home to Mrs. Lula Atkinson for selecting the best name for the dwelling. We always knew there was a Santa Claus, but never suspected he was a union man?" Ray for James.

That Cal. A. Daniels, veteran member of L. U. No. 1, was the designer of the large electrical sign at the show?

That Daniels has designed the large displays at our annual picnics, which brought praise from the city at large?

That George Haarhaus had charge of the thousands of tickets for this show and many others?

That Freddy Blind is another one of those silent workers whose names have not been flashed repeatedly?

That I am not going to tell you how many miles of wire, how many cases of transformers, how many feet of neon tubing, how many tabs, how many men, or how many hours were spent in erecting, maintaining, and disassembling this MASTERPIECE?

That the officers of L. U. No. B-1 want to thank these men and the many others whose names do not appear in this issue for their

earnest cooperation and help in making this show the most outstanding attraction in St. Louis for the month of November, 1941?

That the spectacular downtown night parade which opened the electrical exposition was the largest night parade with self-illumination ever held in St. Louis?

That we thank all the participants for their splendid work and spirit in showing St. Louis what a labor union can accomplish?

That Jimmie Mathews, George Bromer, John Truhe, Bill Bayles, Ad Roermann and many others who kept the parade in hand are silently thanked for their interest shown?

That I wish I could remember all the names of the tally-ho crew, those with the neon walking sticks, and all who helped the writer enjoy his ride on the largest horse St. Louis has seen. (It was swell of youse guys.)

That the sword did not touch the horse—BECAUSE there was no sword?

That the ladies of the auxiliary, bless their hearts, are not left out of this picture, either? (Sh-h-h! Think of the nights they spent alone.)

That Bill Hanley deserves plenty of credit for the whole affair? (He was the promoter who promotes for us.)

That George Haarhaus is the financial secretary of the exposition and is still collecting money for tickets, and working on his books night after night?

That George spent hours upon hours acting host at the ElectramERICAN Home and that Fred Blind helped him quite often?

That Ernie Suhm, Vernon Fish, Eddie Houck, Jim Hartman and Ed. Redemeler look swell in black mustaches?

That Mae Daily, Henrietta Meinert, Mrs. J. T. Kelly, wife of the late J. T. Kelly, first secretary of the Electrical Workers; Mrs. Arthur Shading and Mrs. Robert Underwood were in a special open car in the parade. Hiya, girls!



A HEARTY WELCOME TO THE WHOLE FAMILY AT THE

OUR LADIES' AUXILIARY

Hail to the girls;
They're loyal to Number ONE.
Without their support,
What would we have done?

Yes, what is a convention without hostesses?
Besides welcoming the wives of the delegates, the ladies arranged luncheons, shopping tours, sightseeing tours, card parties, and many other entertaining features during the week.

The visitors were guests of the auxiliary at the Arena, where they enjoyed the "Ice Follies" featured in St. Louis during the convention.

FIFTIETH ANNIVERSARY BALL

I see by the papers: That the ball was a success and the following sidelights were there besides the electric lights:

I am not quite sure about this Morrison deal and I won't Walter Winchell on the news.

If Patsy Patterson would clown at the private parties like she did at the dance, without giggling, she would be a wow!

I wonder who the two young ladies were—who were personal information booths?

What's this I hear about Tabby O'Shea???—bootlegging soda. . . ? Sounds more like Angus or Dennison.

They said that Mr. and Mrs. Dan Tracy covered a lot of territory at the dance—Why, Dan!

And what's this I hear about Eddie McGonigle—Prince Charming, eh? What a man!

Tripp Smith!!! You bad boy. But I like your style, for Mae is very good company except for being rather quiet???

The writer will second the motion on that crack about Fred Marxer, or should I say Fred J.—Marxer? I didn't know you danced, Fred.

And to think that Fred Blind fooled me—I thought he was too busy to go to a dance.

Glad to hear you could leave the brewery long enough to dance with Mrs. Birsinger, Lou—That's the spirit.

One of the reasons I did not attend the ball was on account of Leo Hennessey—was afraid he would want to put on a sketch like the one at a recent party at his house.

After the ball is over—sleep, sleep, sleep—sh-h-h.

READ

Convention high lights, by L. U. No. B-1.

Canadian "beef and broth," by L. U. No. 353.

Ship-yard building in Maine, by L. U. No. 567.

Old Timer at the Jubilee, by L. U. No. 649.

Hanging up all-time-high safety record, by L. U. No. B-369.

Construction workers pay with lives, by L. U. No. 99.

And all the other varied, vigorous viewpoints on life and work in the United States today.

Our Christmas party will be given Saturday evening, December 20, in the exhibition hall of the auditorium for members and their immediate families.

Toys, candy, fruit will be distributed to the children. A one-hour show will be given to entertain the guests, followed by Santa presenting gifts, and dancing 'til midnight.

Walter "Tabby" O'Shea, of L. U. No. 1, is the state secretary of the Missouri State Electrical Conference, an educational organization composed of I. B. E. W. locals of Missouri. Tabby was instrumental in passing a resolution at the convention urging the Brotherhood to work for uniform electrical inspection laws in all the states.

Henry Hiserick, shack man at the small arms plant, is requested not to make the coffee so weak. They tell me it was so weak during the convention they had to help it out of the pot.

Gimmick Schmidt, L. U. No. 1 electrician and tavern man, had the first I. B. E. W. sign for the convention, so don't forget him after the convention.

Frank Jacobs, president, and Jimmy Morrell, business representative of L. U. No. 1, want to thank the Brotherhood for their splendid attendance and behavior while at-

tending the fiftieth or Golden Anniversary celebration and convention in St. Louis this fall, and extend invitations to every electrical worker to visit our city again.

M. A. "MORRY" NEWMAN,
The Lover of "Light" Work,
Press Secretary.

L. U. NO. B-3, NEW YORK, N. Y.

Editor:

Will you kindly publish the following article which has been prepared by Brother Frederick V. Eich, an officer of the educational committee of L. U. No. B-3, as correspondence from our local union this month:

On behalf of L. U. No. B-3, we extend best wishes for a very merry Christmas and a happy New Year to you and all the officers and members of the I. B. E. W. and of the affiliated locals, wherever they may be. Many of them are and will be far from their homes because of working on defense jobs in distant parts of the country, or on far-flung islands out in the ocean, at the one time in all the year when all men want to be at home. We hope that wherever they may be some good Samaritan will be able to make Christmas a pleasant day for them. These men are certainly doing their part to further national defense.

The atmosphere is heavy with war, and it may be that by the time this is read we may be more deeply involved. It is our prayer and we are sure the prayer of all that this may not be so. If it comes, there can be no question for union men as to the proper course. We know that if we value our liberty and our way of life, we must fight for it just as we fight to maintain and improve our wages and working conditions. We know that there is no such thing as standing still; we must go forward or else we slip backward, for we have our own Hitlers in industry who believe in a state of slavery for labor.

Whatever the future may bring, let us not lose sight of the fact that the enemies of labor are never idle, particularly at the present time, when they are using the nation's dire need for defense materials as an excuse to pass legislation to hamstring labor. Watch the men who at the present time are holding up price control legislation, because at the behest of their masters they want wage and strike control included in this bill. Baruch has told them what he thinks they should do,



ANNUAL PARTY OF L. U. NO. 16, OF EVANSVILLE, IND.

and they are all too willing to follow his instructions. We wonder why.

The morning newspapers (November 24, 1941) give accounts of a radio speech made last night by Senator Robert F. Wagner, of New York. They quote him as follows: "All the recent bitterness in the coal fields would have been avoided if a few steel executives had abandoned their traditional policy of obstructing legitimate union growth." He further stated: "Labor should have recognized status in the defense program on a par with industry, in planning, policy making and actual administration." The Senator rose from a sick bed where he has been confined with a long illness to make this speech, and, to say the least, it was very timely, for the enemies of labor have been having a field day, and there are all too few brave enough to take industry to task for its shortcomings.

In closing, we want to leave this thought with you: Both the American Federation of Labor and the International Brotherhood of Electrical Workers at their recent conventions went on record as endorsing the shorter workday as the solution for unemployment. Keep in mind that from the very beginning our leaders in the fight for shorter hours and better wages, whether individuals or groups, have been and probably always will be the targets for the attacks of our enemies. Therefore, do not let the propaganda of subsidized press and columnists mislead you into mistrusting the men who are fighting your battles.

Do not forget to plan and build for the SIX-HOUR DAY, 30-HOUR WEEK, for the day will surely come when it will prove for you as it has for us "THE PRACTICAL SOLUTION FOR UNEMPLOYMENT."

JERE P. SULLIVAN,
Press Secretary.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

We were treated to a wonderful report of the convention from our delegates, Brothers Walter Kenefick and Charles Caffrey. According to their report and the stories in the JOURNAL, it was worth waiting 12 years to have put across such a wonderful display of delegates from all parts of our country. Our delegates made us feel as if we were right in St. Louis and in the convention hall. To hear two delegates try to tell you all that happened in a week in St. Louis in about an hour and a half in a meeting hall was something, but I can gladly say that what Brother Kenefick missed Brother Charles Caffrey filled in and, according to their reports, it surely must have been a wonderful convention.

It is an inspiration to all our members to find out once in a while what is happening in our International Office and what a wonderful job they are doing all around the country, and understand how secure our finances are in regard to our insurance policies and death benefit and old age pension. It feels good to hear they are safe and sound after going through the tough years of the depression. The members at the meeting were pleased at the good report of the delegates. We feel sorry for our members who were not at the meeting, for they missed a report that they will not hear again in a long time, for there are not many Brothers who can put it over like Brothers Kenefick and Caffrey.

Springfield is starting to get ready for Christmas. Main is starting to get all trimmed up with colored lights, and I see Dick Gardella has the yearly job of bossing the decorations. Leave it to Dick, he likes to see

Springfield the best looking city in New England.

I see Brother William Wylie has been recognized as a poet, so I hope he will keep up the good work and have one in every month. I know if he wants any help Brother Dignon will be only too glad to oblige.

We still have some Brothers out of town whom we would be glad to hear from once in a while to find out how things are going.

I thank our old member from L. U. No. 124 for the nice write-up he gave me. He sure is always on the job himself with news from L. U. No. 124. I wish him and the membership the best of luck and prosperity in their new home.

E. MULLARKEY,
Press Secretary.

L. U. NO. 16, EVANSVILLE, IND.

Editor:

Well, the fiftieth anniversary convention is a memory, and I am very glad indeed to see so many of our old international officers returned. We here in this district are exceedingly well pleased that Brother Boyle has been returned and that Charlie Paulsen again heads the international council.

This thing of changing officers every few years is a bad policy. Spend the time and money to educate a man to do a particular job and then in a few years throw him out and again spend time and money to educate another! It's neither logic nor common sense.

On October 19 L. U. No. 16 had their annual get-together. A picture of a part of the bunch will be in this month's WORKER. Included amongst them were two charter members of this local, Frank Neff and William Schlange, both of whom are now on the pension list of the Brotherhood.

Both have earned this by the fact they have been true and loyal members for a period of over 42 years.

Each time there is a list published in the WORKER of additional members added to the pension fund I see names of men whom I haven't heard of for years. The last list produced two, Sam Clark, from out California way, a former member of L. U. No. 16, and Charlie Chieks, from L. U. No. 3, who worked as a lineman around here years ago, and I also worked with him in Wheeling, W. Va., when "Slicer" Joe Lyons was the big shot on the job.

Work fair, but the priority ruling on private work is beginning to take its toll. Seems as though that is being strained some, for we can't all work on government work.

Hope the President finally puts John Lewis on a hot seat and gets him out of the picture. Lewis does labor no good.

E. E. HOSKINSON,
Press Secretary.

L. U. NO. B-18, LOS ANGELES, CALIF.

Editor:

One of the major problems with which our larger local unions are confronted is that of properly disseminating information to the members. On the average, about 10 per cent of the membership of any local union can be counted upon to attend meetings and so get their information at first hand. What to do about the large majority who do not attend is a problem which is not solved simply by shrugging it off and saying they should have been at the meeting. These members who do not or cannot attend are still members who pay their dues, and if they prefer to let the minority which does attend meetings conduct their business for them, they should, in our opinion, be at least kept informed as to what is being done.

In our local union we have attempted to meet this problem by publishing each month a little paper called the "Newscaster." In this we give our business manager's report, as well as a brief report of the unit meetings, as much as possible of local union news, and an editorial which may deal with any subject under the sun.

Since the JOURNAL goes into the home of every member, we have from time to time made use of this means of getting information to our members. We realize, of course, that such letters of purely local interest are perhaps not quite what the correspondence pages of the JOURNAL are for, but we crave your indulgence.

This month Local No. B-18 is still engaged in the seemingly endless negotiations with the municipally-owned Department of Water and Power. During the early part of the year we were able to secure some wage adjustments for most of the classifications which we represent; however, these were not sufficient to much more than equal the then advanced cost of living and the advantage has since, of course, been wiped out by the rapid increase which has taken place in recent months. Our latest proposals having bogged down, we were forced to talk very seriously about a "stoppage of work," to use the modern polite phrase. As a result of this, the United States Department of Labor agreed to assign a conciliator to the case, and hearings have already started. So far, at least, we are much encouraged by the progress which has been made and we hope before we are through to get a substantial increase as well as to find out whom we are really working for and who has authority to say yes or no when we ask for a raise. Heretofore, as explained in a previous letter, we have been given a swell ride on the well known merry-go-round, with the management and the Board of Water and Power Commissioners taking turns at giving us the ride. The management can only recommend, and the board can only approve such recommendations as are made to it, provided, in their opinion, that they conform to the provisions of the city charter as interpreted by the city attorney. Since the Board of Water and Power Commissioners is only one of several such boards in our fair city, it is subject to pressure from every other board not to get out of line on the matter of wages. Some of these boards which must live on taxes have had their appropriations cut to the bone by the city council in an effort to appease the taxpayer, and the Board of Water and Power Commissioners, which controls the biggest utility of its kind in the world, is expected to hold down wages to a level which its "poor relations" can afford. Moreover, our generous board, in a time of rapidly-increasing costs and in the face of a general rise in electric rates, has seen fit to propose a lowering of rates in Los Angeles, where electricity is already cheaper than anywhere else in the country, while at the same time there is no money available to pay employees a wage scale in keeping with present-day costs of living.

The employees of the Department of Water and Power, probably more than any other group, are responsible for the existence today of the department, and our local union which has represented these employees throughout the years can claim a large part in the building up of this publicly-owned utility. Our members tramped the streets on their own time for years to sell the idea of municipal ownership to a rather hostile body of citizens. Again and again they were called upon to defend the infant municipally-owned utility against the inroads of its privately-owned competitors. When bonds had to be voted to

provide the funds necessary to acquire little by little the properties of its competitors, it was the employees who canvassed the voters. When the private companies, by court action, prevented the department from using its own funds to acquaint the citizens with the merits of proposals upon which they were expected to vote, it was the employees who went down into their own pockets to furnish the necessary money. And now, having fulfilled every expectation of those who gave the best years of their lives in order to justify their belief in municipal ownership, the department, we find, with its board and management, must be dragged before the United States Department of Labor in order to secure a living wage for these same employees. It is foolish, perhaps, for the employees to expect gratitude for their past efforts in behalf of the department, but it is plain common sense for them to expect the going scale of wages for their present time and skill. Our local has dedicated itself to the task of seeing that they get just this.

Your correspondent wishes to ask the indulgence of those members of our local union who do not work for the Department of Water and Power for seemingly being engrossed in this problem to the exclusion of all others and he wishes to assure them that dealing with their employers is usually a much simpler matter and one which, on the whole, is satisfactory. Work has been pretty plentiful and wages have moved up in conformity with other crafts. Our new wage scale of \$12 for journeymen and \$9 for helpers, which went into effect October 1, is becoming more general as the older jobs finish up and new ones begin.

Work prospects for this coming winter look good and we believe we will be able to take care of our own members. Members of other locals proposing to come into this jurisdiction looking for line work should check with our office before leaving home, since we do not expect to have much surplus work.

GEORGE SIMMONDS,
Press Secretary.

L. U. NO. B-28, BALTIMORE, MD.

Editor:

Happy birthday! On this occasion, the fiftieth anniversary of the date of our birth! Not so very old in the point of years, but what a wealth of experience and what wisdom gained in this period of time, as readily proved by the innovations inaugurated by the leadership of the I. B. E. W.

A few of these that come to mind to prove the foresightedness of the international officers are the E. W. B. A. plan, the pension, the educational program and, yes, the birth of the JOURNAL itself, to mention the few examples of progress that are immediately apparent.

The convention was a fitting occasion to observe this Golden Jubilee and may God grant that our brilliant and noble organization continue to march on in the paths of progress and make the lot of the membership one continuous march of improvement as experience points the way.

Our delegates made their reports on the convention and from what we gathered this was really an epoch. Twelve hundred delegates present, what a gathering! As was expected, the question of increased pension and lowered age limit was brought up but shown to be impractical unless an extra burden be placed on the rank and file. The boys had quite a time locating a public stenographer to make up a committee report from their notes and after a hunt located an aged typist whose experience was limited and practically did the job by the one finger system.

We learned that Brother Clem Preller, of our sister Local No. 26, was elected to the

membership of the international executive council. Congratulations, Clem, the boys seem to know a good thing when they see one.

We note that the I. O. made a shrine of the grave of our first president by taking over its perpetual care and placing a bronze tablet on its monument. This is as it should be. A man of the caliber of Henry Miller deserves to have his name engraved in bronze and stone so that all may know the real founder of our organization. Any comments from this scribe would seem puny and superfluous after reading the history of so noble and self-sacrificing a character as our founder proved to be.

Again we note the place our JOURNAL now occupies in the world of labor publications. Requests from practically all points of the compass for copies of our periodical prove this conclusively. We can point with pride, indeed, to the JOURNAL OF ELECTRICAL WORKERS.

We need not repeat what L. U. No. 28 has done in its patriotic duty in the shape of helping the various recreational features at the various camps. Our worthy business manager has fully covered that in his letter and at the same time mentioned about the limit in bonds purchased by our treasury funds. And now that L. U. No. 28 has helped others it has turned its attention homeward and will increase each individual's life insurance by purchase of additional protection out of treasury funds. How's that for a bonus, as it were, from our executive board? Many thanks, boys! The worker and his family can't have too much protection especially in times like these when the dollar is rapidly dwindling down to the size of a dime. The next step we look forward to is a form of hospitalization insurance and sick and accident increase. That would prove a real boon to us all. A study towards ways and means in that direction, possibly undertaken by the I. O., if found practical, should prove a great thing.

One point worth mentioning we just learned is that Brothers can deduct from income tax, expenses incurred while working in other jurisdictions. This applies only to married men and only to living expenses.

Job notes: Buck Miller, the mailman, spent his vacation with us. Yep, with the tools. A little extra gravy hurts no man, is Buck's sentiments, so, Buck Miller rides again. The steward scores again by handing out expanding cigars. This time it wouldn't expand for the victim, Bob King. Result: F. Klein is disappointed.

Gus Herold put in a claim for a Thanksgiving turkey to the local on the strength of a 25-year membership. Gus was denied the turkey. The steward scores again and Gus bit hard again.

Johnny Raynor is building a brick house for his brood and we're trying to recruit labor to wire the place but so far no victims; all insist on plenty of eats and a keg or two but no starting or stopping whistle. We see no work done on those conditions.

Ed Rost is at the hospital for a throat ailment. We wish him a speedy recovery and return to the job.

Brothers Frank Klein and Bob Wheeler are now back on the job after a terrible ordeal in the hospital and at home as a result of an accident on the job in which both were seriously burned.

R. S. ROSEMAN,
Press Secretary.

L. U. NO. 52, NEWARK, N. J.

Editor:

Local No. 52 comes to life after hibernating a long time, to offer our congratulations to all

the officers of the I. O., old and new. May they have a successful term!

Now that we're on the subject of officers. I want you to meet our boys who hold the local offices. Here they are: James Mantell, president; Louis Levy, vice president; John Gilligan, financial secretary; Edward Schroeder, treasurer; Louis Vehling, recording secretary; Albert Hutloff, business manager; Jacob Turner, assistant business manager. And now meet the supreme court (the executive board): Andrew Torella, Harold Bowers, John Owens and William Franz.

By the way, Brothers, we're giving our forty-fourth anniversary dinner and dance soon. The entertainment committee is striving hard to excel their previous affairs. It is to be held in the Essex House, Newark, N. J., on February 14, 1942 (St. Valentine's Day). A good time is had by all who attend these parties.

"That's all, folks" (as Porky in the movies says), so I'll close, wishing each and every one of you a very merry Christmas and a happy, prosperous New Year.

JACK O'BRIEN,
Press Secretary.

L. U. NO. B-79, SYRACUSE, N. Y.

Editor:

One finds it difficult to keep silent in autumn—the season of fruitfulness and retrospection. Surely we should acknowledge the year's bounty,

*"—Ere winter throws
His slaking snows
In thy feasting-flagon's impurpate glows!"*

Nineteen-forty-one has been extremely kind to Local No. B-79. The wounds from which our own life blood ebbed after the loss of our great president, John Neagle, have resolved into battle scars which men are quick to respect and honor.

Obviously the test of leadership is, how do his followers conduct themselves after his passing? Herein is the true greatness of John Neagle proved. The fealty of the "Grand Old Guard" has been beautiful to behold. As to his successor, Joe Griffin—yes, comparisons are odious in such a case. Suffice to say that rude circumstance never placed a man in a tougher spot than his. He rose to the occasion with a spiritual strength and purity of purpose that knows no defeat. He is one of those rare natures who makes and keeps friends with no apparent effort and never has he been known to make an enemy. May his kind increase and his tenure of office endure!

Just now we are busy arranging a reception for former members of L. U. No. B-79 who are now pensioners of the International Office. December 5 is the date. Our privilege is to entertain these men of 25 or 30 years' membership in the I. B. E. W.! Let Mr. Sceptic laugh that off. We take this occasion to tell the world that this idea of honoring our pensioned members has never been used to the measure its worth merits. "By their works ye shall know them." Here is one of the major "works" of the Brotherhood and we have much reason to be proud of our record.

Our oversight in this regard reminds us of those lines of John Keats in his "Ode to the Nightingale"—

*"I cannot see what flowers are at my feet
Or what soft incense hangs upon the
boughs—"*

Perhaps we have been so engrossed looking up for ripe apples, we have missed those "flowers at our feet."

THOMAS BERRIGAN,
Press Secretary.

L. U. NO. 80, NORFOLK, VA.

Editor:

I presume some of the Brothers were somewhat bored after reading such a lengthy story last month. But such an experience does not occur often.

Sorry to report that right at the end of the job over at Wolf Island our foreman, Brother W. L. Courtney, Sr., had a right bad accident. Two lengths of six-inch conduit fell on his foot. He has his foot in a cast and uses crutches. Here's hoping he will soon throw those wooden legs away.

Brother O. P. Strickland is at this time confined to his home due to illness. We hope for his speedy recovery.

Brothers John C. Russell, our business manager, and Joe Harvey were L. U. No. 80's delegates to the international convention, and when they returned Brother Harvey reported that it was the fiftieth anniversary and it would take him 50 years to relate to us all that went on at St. Louis, so, according to faithful Joe, it must have been a "wang."

Brother Russell related to me that Joe Harvey entered a restaurant and sat down and the waitress brought him a glass of water, as usual, before taking his order. He politely told the waitress to bring him a pitcher of water; that they drank water where he came from instead of sipping it. The glass, he said, was not any larger than the toothpick holder that he had at home on his table.

I wish I could have had a picture of our delegates for this issue, but John Russell gets around so fast that I could not get his, and faithful Joe stays behind the eight ball so much that I was unable to get his picture, either.

Brother Herb, of our sister L. U. No. 734, seems to be bragging about the strides his local is making, but if Brother Herb would glance across the river once in a while he could see that L. U. No. 80 is not at a standstill.

Well, I guess everyone had a splendid Thanksgiving. A good many of the Brothers are still talking about all the turkey they had.

You may rest your eyes for now! But I will be back again next month.

M. P. MARTIN,
Press Secretary.

L. U. NO. B-86, ROCHESTER, N. Y.

Editor:

Your scribe has sort of "slipped" in the past three issues of the JOURNAL. Well, the past three months have been the longest time we have been home since March, 1939, and there have been lots of things to be done around the house; principally a new cellar wall. So, we didn't take the time to get our letter in. As I am typing this I am wondering if I can get it done in time to catch the eight o'clock plane so that it might get in Washington before the deadline.

Going back to election day, we were all sorry to hear that our good friend, Bill Fisher, former business manager of Local No. 41, in Buffalo, was defeated in the race for mayor. There have been different reasons given for his defeat and we won't elaborate on them here, but if there were only the Republican and Democratic parties running in the election he would have beaten his opponent by 2,995 votes. As it was his opponent was running on the American Labor Party and the Democratic Party and polled a plurality of 4,194.

On November 15, Local No. B-86 observed its forty-second anniversary with a banquet held at the Dowd Post, American Legion, banquet hall. There were over 300 members

with their wives and sweethearts and friends of the organization. We were surprised and pleased to see our friend, "Old Bill" Cook, in attendance, but then nothing short of a bombing raid could keep "Old Bill" from an event like that. When our charter was applied for 42 years ago his was one of the names signed to it.

There were no speakers, not even a toastmaster, the ideal banquet!

The food was excellent and afterwards the floorshow was well received. Our own bar ran the post's bar some keen competition as long as the beer lasted, but I guess they won out in the end.

We quite agree with our friend, Marshall Leavitt, of L. U. No. 124, in the November JOURNAL, when he says that parties and get-togethers build morale and also that morale is indispensable in our organizations. We can work together for years and still not know one another and we can belong in an organization for a long time and never meet some members but social functions bring the members together in entirely different surroundings. We learn that we all have the same problems, we are all working for that same thing called "a living," but when we get together in such surroundings we all have the same kind of a good time and learn that the other fellow isn't such a bad guy after all.

For the first time in a long while we are enjoying some measure of prosperity in Rochester. We have no defense work as it is known in the Middle West, but some of our industries, principally the Eastman Kodak Co. and Bausch and Lomb, have defense orders which caused them to build additions to their existing plants, thereby giving us some work, and our three largest department stores decided to remodel and expand with the result that for a while, at least, we are all working. We hope that it may continue.

We are sorry to read that our friend, "Pete" Hoedemaker, of L. U. No. B-102, was injured. We hope by the time you read this, "Pete," that all the available space on your cast has been signed by your visitors and you have it off. I expect to be down your way around Christmas time and hope I can get over to Paterson for a while.

Well, as I said in the beginning, I must make the eight o'clock mail plane and in order to do so I must drive to the airport, so we will "dead-end" this here and get going. The airport is 15 miles due south of where I am sitting.

CARLETON E. MEADE,
Recording Secretary.

L. U. NO. 99, PROVIDENCE, R. I.

Editor:

It is with deep regret that I report the death of Brother Eugene Neary shortly after three o'clock this afternoon, November 28, at the Rhode Island Hospital. Brother Neary, who was 45 and lived at 91 Harrison Ave., Lakewood, R. I., slipped or fell under the wheels of a switching engine while working with his gang at the Quonset Point Naval Air Station this morning. Both legs were amputated.

Brother Neary is the third member lost by Local No. 99 through sickness and accident within the last two months. The other two were Brothers James E. Doherty and William Reough. Brother Doherty at the time of his passing was employed by Stone and Webster Engineering Co., at the Pawtucket powerhouse. He was in his late forties. Brother Reough, who was only 36 at the time of his death, was working at the Quonset Point Naval Air Base.

All three men were still in what one might call the prime of life, and their passing at an early age is an indication of the toll ex-

acted by the toil of most construction workers. Through wind and rain, snow and sleet, the heat of boiler rooms and the cold drafts in new buildings under construction they carry on. The job must be done at any cost. But too often the workers pay too high a price in terms of general health and physical well-being. And to make it worse, very little credit is ever given for their sacrifice. The papers drill into the public mind the seemingly high wages of construction workers and the so-called faults of labor unions, but they seldom, if ever, give credit for the full contribution of the construction worker to society.

While I do not recall ever having met either Brother Reough or Brother Neary, I did have the privilege of working with Brother Doherty up to the day of his death. And to judge by his behavior during the weeks I was teamed up with him, one would never suspect that he was seriously ill. He was always in a cheery frame of mind and as far as his jokes were concerned, he had a never-ending stream of them. We surely will miss his Irish wit and humor.

We may squabble and fuss among ourselves, but when death strikes we forget our differences and the true Brotherhood spirit comes to the fore. Someone takes the lead and a helping hand is extended to the bereaved families. In Brother Doherty's case it was Brother Charles Gorman, and Brother Fred Clow did his little bit when Brother Reough was taken from our midst.

Our agreement with the contractors did not expire until next spring, but under a clause which allows the opening of the agreement at any time by mutual consent, we have finally negotiated changes in the wage section of the agreement. The result: A 10 per cent raise in pay beginning December 1. We gain in the form of a raise before the expiration date of the old rate, and the contractors gain in the form of an extension of the agreement to December 1, 1942. As usual, the result is a compromise of what we feel we should have gotten and what the contractors were willing to give.

Agreements have more or less become standardized. Fundamental changes come slowly. Wage clauses, for example, are fixed. Good times or bad the wages remain more or less rigid. We hate to lower them when depression comes and the contractors are reluctant to raise them when the cost of living goes up. Perhaps the happy medium, if one may call it that, lies in what one labor union in Providence has in its agreement—a cost of living clause which calls for a boost in wages whenever the cost of living as reported by the government goes up in the respective section of the country. It seems that it would be as fair a way of keeping wages in step with rising living costs as any. With some form of inflation staring us in the face, it deserves serious consideration.

The Rhode Island Unemployment Compensation Board, especially through the labor representative on the board, is pushing forward a plan for providing the same form of compensation to those who through sickness are forced to quit work. As the law now reads, a worker must be available for employment to be eligible to unemployment compensation. If he is sick, however, he cannot receive any compensation, although he is often more in need of help than the worker who is idle but well. The national Social Security Board is in sympathy with this trend in social security legislation and we hope it will be put on the statute books at an early date.

Brothers Kearny and McCann, delegates to the I. B. E. W. convention, gave an ex-

tensive report of the convention activities at the last meeting. Brother Kearny, who is our business manager, also reminded the boys that no one is excluded from the 5 per cent overtime assessment. All L. U. No. 99's members and others working in No. 99's jurisdiction are urged to bring their overtime assessment payments up to scratch at an early date. Otherwise a trip to an executive board meeting may be in order for the delinquents.

Got a letter from Brother Claude Morgan, late of L. U. No. 99, but now back in L. U. No. B-3. He is working in Jersey. Met Brothers Harry Bace and Frank Sink, of L. U. No. 52. If Brother Sink should see this he may be interested to learn that Brother Bill Black, of the Canal Zone local, is working up here for a while. He is employed by the Stone and Webster Engineering Co. in Pawtucket.

With Christmas nearly here, we will all be giving some thought to extending greetings to our friends and buying gifts for relatives and those closest to us. And following up the idea, I wonder if here in Providence we couldn't have a huge Christmas party for the children in the families of Local No. 99? Some members have expressed themselves and think it's a grand idea. Let's hope that next month we will be able to report a Christmas party for the kiddies of Local No. 99.

Christmas greetings to you all in Washington from all of us in Providence.

EMIL A. CIALLELLA,
Press Secretary.

L. U. NO. B-102, PATERSON, N. J.

Editor:

Your press secretary is still on vacation at the Passaic General Hospital at this writing, November 28. If he is lucky he may be home for Christmas although he will probably still be wearing "Old Ironsides"—plaster cast to you.

Casey Breen is back to work again. He is working on the housing job in East Paterson.

Lou Williams is slowly getting back to normal.

Harry Smith is still on the disabled list, although he now has the cast off of his leg.

Ben Beardsley's address is Barracks 2, Vets Facility, Bay Pines, Fla.

With so many of the boys having had hospital experience it may not be amiss to devote some of this article to an appreciation of the members of an overworked, underpaid and self-sacrificing profession—the nurses.

I am submitting the following poem with the permission of the author, Ernest A. Puckertsch, Day Orderly, I. M. P., Passaic General Hospital:

Ode to a Nurse

Dear Angel of Mercy,
As I call upon you,
For me in my illness
A good deed to do.

In uniform trim,
With smile, oh so wide,
You smooth every pain
As you sit by my side.

Though I groan and twist,
And cannot get set,
You never once
Frown, grumble or fret,

But cheerfully go through
Your daily routine,
With never so much
As a thought to be mean.

Now some day when the Lord,
In His infinite grace,
Shall call all his servants
To his heavenly space,

May He, dear nurse,
As He smiles upon you,
Bless you and tell you
He knows you're true blue.

The sick committee is keeping up its good work and is being well supported by the members. Keep up the good work, boys; it is appreciated very much.

Merry Christmas and a happy New Year to you all.

PETER HOEDEMAKER,
Press Secretary.

L. U. NO. 103, BOSTON, MASS.

Editor:

Local No. 103 is still on the map. For the first time in a great many years we are busy enough to issue working permits to members of other locals to work in our town. Local No. 103 does not charge members of the I. B. E. W. for working in our district. The peak of our work has been reached and we are now tapering off. Business Manager George Capelle has had many anxious moments trying to keep the contractors supplied with men but now his worries should be over for a while.

Our new agreement, going into effect December 22, 1941, reflects the hard work done by our conference board members, President Jack Queeney, Business Manager Capelle and Financial Secretary Bill Doyle. The raise to \$1.65 an hour is acceptable to all. We hope enough work comes to our district to make it profitable for our contractors and members alike.

Your delegates to the international convention held in St. Louis are pleased to report that International Vice President John J. Regan and International Executive Board Member Frank L. Kelley were unanimously returned to their present positions. The I. O. dues and benefits remain the same for the next two years. The insurance fund and the pension fund were discussed at great length. Ninety days prior to the next convention to be held in San Francisco in 1943, a report of a study to be made of the pension fund by the I. O. will be sent to each local union. This will be studied by our officers who will present recommendations to a local union meeting for consideration before the next convention.

The delegation from New England were most fortunate in having several delegates placed on important committees. The New England delegation, under the leadership of International Vice President Regan, were solidly behind the present administration. We felt that the administration had been most generous in its dealings with our section of the country and we were pleased to be able to take the lead in returning them to their present positions.

Our own local fared well in regard to committees and key positions. Bill Doyle was chairman of the important committee on the International secretary's report. George Capelle was a member of the finance committee and also a member of the steering committee of the main caucus. The writer, Bill Sheehan, was chairman of the committee on apprentice training. We know that the delegates have brought back to Local No. 103 a clear picture of the condition of our Brotherhood. This information should help us in the future when matters of importance are submitted by the I. O. for consideration. The writer will state without fear of contradiction that your delegates and all the delegates from other New England locals were a credit to their organizations.

WILLIAM F. SHEEHAN,
Press Secretary.

L. U. NO. 176, JOLIET, ILL.

Editor:

L. U. No. 176 takes this method of expressing our appreciation. Electrical work must be done by skilled mechanics. Division No. 5 electrical workers, at the Kankakee Ordnance Works, Elwood, Ill., has for its members only men who are competent and skilled. The electrical work of Division No. 5 was accomplished by P. J. McNeela, supervisor of electrical construction; I. M. Webster, engineer; Alex Johnson, general foreman, L. U. No. 134; Edward Marco, foreman, L. U. No. 321; S. Magrath, foreman, L. U. No. 134; Iver Boe, foreman, L. U. No. 159; George Meyers, foreman, L. U. No. 134; Judge Landis (material); William McNeela, engineer's clerk; E. McGrath, clerk.

Electrical workers: Thomas Foley, L. U. No. 134; Robert McCormack, L. U. No. 176; Maurice Hemersley, L. U. No. 321; Victor Peltier; Stephen McMeela, L. U. No. 134; Norman Haper, L. U. No. 187; Stanley Kowski, L. U. No. 134; Curt Cole, L. U. No. 134; Max Olazte, L. U. No. 134; Edward Skirma, L. U. No. 134; C. A. Townsend, L. U. No. 461; J. C. Taylor, L. U. No. B-31; Sam Cohn, L. U. No. 134; G. H. Mowers, L. U. No. B-31; William Hackshaw, L. U. No. 309; C. P. Jungles, L. U. No. 461; Ben Karvenek, L. U. No. 134; Edward Jasper, L. U. No. 134; Frank Jacob, L. U. No. 134; Robert Hughett, L. U. No. 321; Harry Moody, L. U. No. 378; S. F. Hatfield, L. U. No. B-31; Harold Bjening, L. U. No. 965; Jess Acker, foreman, L. U. No. 649; Charles Albute, L. U. No. 134; Peter Carr, L. U. No. 134; E. J. Bujadoux, L. U. No. 134.

Also electrical workers Aaron Gowling, L. U. No. 134; Roy Handley, L. U. No. 134; O. R. Brooks, L. U. No. 116; Sam Toler, L. U. No. 134; Henry Schifer, L. U. No. 134; Alex Markmus, L. U. No. 134; James Thomson, L. U. No. 134; Walter McCall, L. U. No. 347; B. C. Betts, L. U. No. 426; A. R. Brickel, L. U. No. 378; C. L. Eaton, L. U. No. 953; Vincent Beach, L. U. No. 953; Thomas Harris, L. U. No. 321, and Robert Gesford, Harry Sieling, William Aldrich, Martin Pursian, A. H. Gregory, Otto Weber, Frank Maher, Timothy R. Hunt, Gregory Broz, James Shannon, D. A. Dricoll, Philip Chynard, Gilbert W. Bortle and Frank Rutchford, all of L. U. No. 134.

ROBERT MCCORMACK,
Assistant Steward.

L. U. NO. 177, JACKSONVILLE, FLA.

Editor:

Work is slacking off a little here. Not enough to worry about, but nevertheless a little slower than before.

Some of the boys have departed for greener fields. (We wish them the best of good luck.)

We sent in a clipping from our daily newspaper of the advertisement which we are running weekly. The present contract is for six months, and is causing plenty of favorable comment. We are using a different subject each week with a write up of local and international policy in dealing with the public, in a section of the ad.

We put on an initiation on Friday night, November 14, at which time we put through 24 new members, who rode the famous goat. Outside of a spill or two they all came out full of horns and butts. Those initiated were: George White, L. B. Green, Frank Hawkins, A. E. Dixon, F. G. Oden, C. J. Manuel, T. S. McKenzie, R. V. Ivey, H. A. Riesen, Sr., J. E. Walker, C. E. Edward, J. M. Gordie, E. Turner, F. L. Gatlin, Edward Hull, W. D. Munn, D. C. Hilton, I. A. Register, Norman J. Carson, O. T. Pledger, J. M. Timmons, C. B. Spencer, J. C. Atkison and F. W. Middleton.



An electrical crew that knows its business. Men from a dozen locals were gathered to wire the Kankakee Ordnance Works at Elwood, Ill., under the jurisdiction of L. U. No. 176.

The initiation committee was composed of O. B. Jay, chairman, C. D. Nolon, J. T. Courtney, S. P. Massey, "Sugar Bub" Reisen, Wilbur Edwards, Bill Torrent, C. G. Smith, and G. L. Appling. Presiding was W. S. Binckley, president, in person. A grand and glorious time was had by all and refreshments were served by the committee in charge.

It is with deep regret that we report the loss of an old member, Brother Joseph H. Prucha, who passed away from our midst Sunday, November 16, 1941. Brother Prucha transferred here from Local No. 3 many years ago. One of our best mechanics has gone to his reward.

I will send you some pictures of different jobs we are working on for next month's issue of the WORKER.

"APP,"
Press Secretary.

L. U. NO. B-212, CINCINNATI, OHIO

Editor:

With the Thanksgiving season a past memory we now turn our thoughts toward the glad Christmas season and the turn of the New Year, 1942. We here in Cincinnati are still keeping pretty busy due to no small extent to the go-getter type of business representative we have, namely, Harry Williams. He really is and has been on his toes ever since he has been on the job for Local No. B-212. I believe it only fitting and proper for our entire local to thank all of our officers for their splendid work of the past year.

Two more of our older members who have sons in the organization have had their boys leave for military service the last month. The boys are Thomas Guy, son of our worthy president, Frank Guy, and Walter Ruthin, Jr., son of Walter Ruthin, Sr. The local wishes both of the members good luck in their new enterprise. And in our last meeting another son of a member, one Kenneth Westerman, son of Howard Westerman, applied for membership in our local. When one speaks of Howard Westerman we know there is one of the finest men that Local No. B-212 is proud to have as a member. Good wishes to you, Kenneth, may you follow in your dad's footsteps.

I am sorry to report that one of our older members, one Ollie Blasing, had the sorrowful experience of losing both his mother and wife very recently. Our very deepest sympathies

to Ollie and his children. And to all of our sick members we wish all of you a speedy recovery. And to every one of our members who is in military service the entire local sends sincerest wishes for the holiday season.

And now as the time comes again for the Three Wise Men from the East to set us thinking of the Christ Child, and as the time comes for your child and my child to hang up their stockings in the anticipation of Santa Claus, may we of Local No. B-212 pause and think and say a prayer of thanks for Christmas and the coming New Year. May YOUR Christmas and New Year be all that you might wish for. From the solid body of Local No. B-212 through their secretary.

E. M. SCHMITT,
Press Secretary.

L. U. NO. 245, TOLEDO, OHIO

Editor:

And now the Jap question again! When I was a child on grandad's knee I used to hear the old folks say, "We are going to have to lick those Japs some day."

Due to the Toledo Edison's engineers looking ahead a few years back and seeing what our growing community's needs would require in a near future, the Acme plant has dedicated a new turbine that assures Toledo sufficient power for ordinary needs as well as any unusual demands due to the ever-increasing demand for power for defense.

This new turbine is among the largest of its type ever installed and has a rated capacity of 67,000 horsepower, or 50,000 kilowatts, which will boost the maximum capacity of the Acme plant to 220,000 kilowatts daily demand. When the steam was turned on this mighty instrument of power, and the steam turbine started furnishing a power of 67,000 horse power which in return turned a generator capable of producing 50,000 kilowatts of additional power to our customers in this vicinity. It certainly brings to one's mind that those responsible should be congratulated for their foresight in starting in time to supply our company with sufficient equipment, that any increased demand can be taken care of without any strain on aged equipment.

The total cost of this installation, for turbine and additional equipment, was over \$5,000,000. The additional equipment includes

two new high-pressure boilers of 900 pounds pressure per square inch, at 825 fahrenheit temperature, and a capacity of 350,000 pounds of steam per hour, and gentlemen that ain't hay. This horse power is the replacement of 700 workers in one large machine; yet is manned by a comparatively small crew. Yet each one of those workers that is in any way responsible for the maintaining of this new power generator is mighty proud, and justly so, of the privilege of contributing his bit of knowledge through expert training to this new addition to our Acme plant. Their one thought is to keep them boilin' and rollin'. To know these boys personally is a privilege of yours truly. Really a determined gang of men. And the most unhealthiest place that I could think of for an enemy saboteur would be inside that gate.

Several months ago some of the members here secured and presented facts before our local assembly in regard to a credit union. Interest was shown, meetings were held, and very soon a credit union was formed and called the I. B. E. W. branch. Membership was not confined to the membership of No. 245 and in a very short time the organization was boasting 200 members, and showing a neat little bank balance, and doing a good business loaning money to members at a very low rate of interest. The entrance fee was kept low enough that any one could afford membership; and officers were carefully selected to assure the members of a management well worthy of their choice. This, like our benevolent society, is independent of Local No. 245 and each has its own official family. Both are showing a nice bank account, and run on a strictly business basis. To go into the details of how this credit union functions I cannot do as yet, for I have never had it explained to me, and only hear from those that belong and are glad of their membership. More details will follow in later JOURNALS.

Our chief lineman and superintendent, O. T. Rankin, has been confined in the hospital for a few days, but is again regaining his strength and will be back with us any day now, feeling much better, we all hope.

And now to members of the I. B. E. W., both in Toledo and wherever they be found, Local No. 245 wishes you all a very merry Christmas and a happy and prosperous New Year.

What has 1942 in store? War? Not that, I hope, but peace on earth and good will toward our fellowman.

EDWARD E. DUKESHIRE,
Press Secretary.

L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

The get-together meeting sponsored by L. U. No. 323 for their employers and members, Friday, November 21, was a great success. The program was arranged by our genial business manager, Brother James A. Harper. Well, Jimmie did a good job, which should encourage future and more frequent meetings of this nature. Brother Harper was "master of ceremonies," and emphasized the importance of these get-together gatherings to discuss and explain the problems and perplexing questions of mutual concern. The press had it headed: "ELECTRICAL CLASS HAS CELEBRATION." Electrical contractors and apprentices were guests of Electrical Workers Local No. 323 at the Labor Temple, Friday night, celebrating inauguration of a new apprentice training program under joint sponsorship of employers and employees, in cooperation with the federal government.

Arthur Hamilton, chairman of the first joint electrical apprenticeship committee set up in the South under the program, explained its workings. Other employer members of the administrative group are Frank Price and Roy Hime, while R. L. Harpster, Fred Beesley and James A. Harper are employee members. H. F. Hinton, county director of vocational education is the seventh member.

The plan requires each apprentice to take four hours of instruction in related subjects each week during the four years of his apprenticeship. Fred Beesley, union president, and teacher of the electrical class, said 22 pupils are enrolled.

Mr. Hinton and Kedzie Cobb, county supervisor of the evening vocational classes, outlined various phases of the vocational education work being carried on here.

Mr. Harper expressed great hopes for the new apprentice training plan and called attention to the fact that Local No. 323 instituted apprentice training in 1919.

Joe Bell, pioneer electrician, also praised the program and Jordan Johnson, representing the speaker's committee of the County Defense Council, spoke on Defense Savings Bonds and Stamps.

These talks were well rendered and appreciated by all present, after which refreshments were served, and a good time was had by all.

Again the Christmas season is at hand, a merry Christmas and a bright and happy New Year to all. Let us honor the One who has made this glad season possible, and heed what is written:

"Fear not, for lo! I am bringing you an evangel of great joy . . . seeing that today was brought forth to you a Saviour, Who is Christ, the Lord . . . and a multitude of the heavenly host, praising God and saying

"Glory to God among the highest!

"And on earth peace,

"Delight among men!"

BENJAMIN G. ROEBER,
Press Secretary.

L. U. NO. 353, TORONTO, ONT.

Editor:

As the newly-appointed press secretary of L. U. No. 353, it is my sad duty to record the passing of Brother Harry Wilson on Saturday, October 25, 1941, age 38. Harry had been a valued member of our organization since 1919.

Aside from his union affiliation, Harry showed more understanding and good fellowship on the various jobs he supervised than any foreman I have ever met. At no time, to my knowledge, did the interests of the employer suffer from this spirit of comradeship. On the contrary, the men in his charge gave in return their heartiest cooperation and loyalty. This, to my mind, is the fundamental basis of unionism, and was practiced by Harry, not because By-law No. 46 called for it, but because he was naturally of that type.

Many times in the past few years it had been my pleasure to work with and for him, and his knowledge of the industry, from a practical and also supervisory standpoint, had few equals.

To his wife and family we offer the sincere sympathy of union men all over the province in the loss of a good husband and a loving son, and a man who was also a true friend.

Brothers Shaw, Dent and myself have just returned from the international convention in St. Louis, and a few observations would seem to be in order from the "Babes in the Woods." Possibly memories of the Miami convention still linger or maybe we are getting older, but it seemed to me that the proceedings were very slow to get under way.

No doubt the strike of hotel employees cramped the local committee's style, but getting up at six o'clock to go from the Coronado to the Jefferson on many rainy mornings is my idea of punishment.

We were very much impressed by the beauty of the neon sign in the Civic Auditorium, constructed by the members of the St. Louis locals, but while looking at the flags displayed thereon felt like outsiders. This feeling was not relieved in the convention hall. Maybe I am being too fussy, but we in Canada are proud of our international affiliations, and anyway the button we wear has *two flags* on it.

So much for the beef, now for the broth. Congratulations to the international officers on their return to office. Personal contact with these men reassures us that our laws are being administered by some of the most capable men in the labor movement.

The gathering at the Stevens Hotel in Chicago to pay honor to Charlie Paulsen and his lady was the most impressive sight I have ever witnessed. After meeting Brother Paulsen, I am sure he deserved it.

Incidentally, that baggage car on the special to St. Louis was the most up-to-date and best-equipped conveyance we have traveled in since our go-cart days. Sorry we are not able to welcome the Brotherhood at Toronto in 1943. Most of the boys seem to prefer roses to snowdrops, but congratulations to San Francisco and best of luck to all.

J. NUTLAND,
Press Secretary.

L. U. NO. 362, WASHINGTON, D. C.

Editor:

Greetings from the nation's capital. It is a pleasure for the members of this local to have Brothers from all parts of the country, when passing through Union Station, take the time to make themselves known to our members, and we hope that this custom will continue, as it makes you feel good to know that we are all striving for the same unity under one International Brotherhood.

At a recent meeting of this local we were happy to have with us Brother H. J. Doyle, general chairman of the B. & O. R. R. He has done much to help and advise us, with his long experience of practical negotiations with railroad management. We are always glad to have Brother Doyle with us.

Our delegate to the international convention, Brother J. W. Roberts, was on hand at our last regular meeting, and his fine report of his views of the convention was appreciated by all members present.

At the time of this writing we have not accepted the decision of the fact finding committee as presented to the President. We hope in the near future that a decision will be reached that will be satisfactory to all concerned. Our membership feels that our case has been presented in a most excellent manner by our representatives.

A merry Christmas and a happy and prosperous New Year from L. U. No. 362.

WILLIAM A. TWYNHAM, JR.,
Press Secretary.

L. U. NO. 363, ROCKLAND COUNTY, N. Y., AND VICINITY

Editor:

Every hour as the year 1941 comes to a close, anti-labor hysteria is mounting. For this we have no one to blame but our old friend, John L. Lewis. It is a fact, however, Lewis has backed down and called off the strike in the "captive" mines which threatened to tie up steel production.

Organized labor seems to be divided in opinion on the United Mine Workers' dispute involving 53,000 "captive" miners, together with a sympathy strike of 145,000 workers in other mines. Some labor leaders believe that the national emergency should have prevented Lewis from demanding his closed shop at this time. Others, among them George Meany, A. F. of L. secretary-treasurer, seem to think that the "captive" mine issue has raised a very delicate point for organized labor, that of the closed shop, which all labor has been fighting and striving for years to win.

The close vote on the recent neutrality revision in the House of Representatives was used by southern Tories as a whip over the President to use strong arm measures to avoid the mine walkout and to start the ball rolling on anti-strike legislation, which some of our labor-hating legislators will try to bring up for discussion. The Connolly bill, for example, will, if passed, authorize the President to commandeer the mines or any other industries threatened by strikes. The Smith bill would provide the imposition of a 30-day waiting period, preceding strikes, prohibit mass picketing or sympathetic walkouts and force government-supervised plant elections prior to any strike. Ma Norton from New Jersey also has a bill ready for introduction, which while not believed to be so drastic as the two preceding, is nothing for labor to look forward to seeing enacted. Roosevelt's silence on this phase of handling labor, however, seems to be a great disappointment to the reactionaries.

Despite the accusations hurled against labor by labor-baiting reactionaries, to date mediation has accomplished the desired results. For example, Daniel J. Tobin, president of the International Brotherhood of Teamsters, has agreed to submit for final settlement the wage dispute which would have tied up 250,000 mid-west truckmen. The Building and Construction Trades Department of the A. F. of L. has lived up to its part of the agreement entered into with the various agencies of the United States Government. Hardly a day passes without some dispute or grievance being referred to the Office of Production Management for settlement, all this being accomplished without any loss of time due to strikes. Needless to say we are doing our part in the interests of the national defense program, however, in practically all cases where disputes have arisen

the cause can be laid at the door of some department of the government which sees fit to ignore the terms of the stabilization agreement mentioned above. It seems that some army or naval officers will go out of their way to bait labor even though we are making sacrifices in every way to carry out our part of the job.

I have in mind a case here in this territory where in a direct violation of the agreement entered into at Chicago, July 30, the government itself is attempting to do a considerable amount of construction work with non-union workmen. Union electricians are at the present time working on this particular job, but handymen in the employ of the Navy Department are engaged in doing the same type of work, the work in question being held out of the original contract. Also a pipe line is being constructed to bring water over a distance of several miles into this government depot, all the work being performed by the same handy-man labor already mentioned. Still the Building Trades continue to work on this job, leaving the settlement of this matter up to mediation, which seems all well and good. However, due to the nature of the work and time necessary to bring about a settlement, a greater part of this work will be completed before an understanding is reached. The government does not stop the work but continues with greater speed when approached about the matter. We, living up to our agreement not to walk off the job, must be contented to stand by and see our work taken from under our very noses, all in the interest of national defense.

With a new year only around the corner, I can see nothing but insecurity in the offing for workers due to defense. We are threatened with inflation and lower standards of living and with the exit of the defense program a depression much greater than any we have ever imagined or seen in the past. The small business man is threatened with bankruptcy, and unemployment faces the workers in plants that cannot be converted to defense activities. Today no one can depend upon their income or investments with certainty. The entire country is being changed from a peace footing to one of a so-called war economy. In summing up I would say that the year 1942 presents a very unfavorable aspect. We are faced with the probability of war in the East. Japan at the present time holds the solution. The war at home continues in our own ranks, the C. I. O. still is battling the A. F. of L. and in the majority of cases involving the organization of industrial plants has come out on top due to the fact that the A. F. of L. will not spend the time and effort necessary to organize this type of worker. As I mentioned in the early part of this article we are faced with restrictions to be placed on labor organizations through the enactment of proposed legislation. It is the duty of every organized worker in this country to make known his personal feelings to his Congressman and Senators protesting against the passage of any bills which would curtail the rights of organized workers.

During the past year Local No. 363 has had many of its members working in the territory of other locals. Now, however, the last of our wandering boys have returned home. To these locals I want to convey our appreciation: To Brother George Renz and Local No. 164 goes my personal thanks, as I, together with some other Brothers, spent considerable time at the Bayonne, N. J., Naval Base. To Brother Sam Moskowitz and Local No. 102, together with Brother Tom Melee and Local No. 631 the Brothers wish to be remembered. We are at this time, and will continue in the future, to return the

compliments. While work here is not exactly plentiful, all our members are employed and some out-of-town Brothers are working on the various jobs. I did hope that we could introduce the out-of-town Brothers to the six-hour day on all our jobs, but due to the agreement with the government we are forced to work eight hours on the Iona Island Naval Arsenal, where most of the visiting Brothers are employed. However, the few that are out on private jobs are being extended this rare privilege.

The officers and members of Local No. 363 wish to extend to the membership of the Brotherhood our sincere wishes for a happy and joyful Christmas and a prosperous New Year.

I myself wish to extend my personal greetings and to the many Brothers whom I have worked with so congenially during the past year, I send my greetings at this season, and keep that pennant flying.

CHARLES H. PRINDLE,
Press Secretary.

L. U. NO. B-369, LOUISVILLE, KY. Editor:

Its orchid time at the Hoosier Ordnance Plant, Charlestown, Ind.

Orchids, lots of them, for two of the busiest business managers and their assistants a "grunt" ever saw.

Orchids for a superintendent and the foreman, and last but not least, orchids for the best crew of linemen that ever snapped a safety around a "Black Jack."

All this orchid business is for the completion of 60,000 man-hours of hot line work and not a scratch to a single man. It is a perfect record for all concerned.

Thanks to "Hub" Hudson, L. C. Kaelin, Connie Schweinbeck of Local No. 369, also to Samuel Guy and his worthy assistant, C. A. Dalton of Local No. B-9, for their careful selection of hot wire men sent on this job.

An all time high safety record has been set by the Miller Construction Co., Inc., Indianapolis, Ind., and the foremen and their safety committee who saw to it that equipment and tools were in perfect condition before permitting men to work.

To further add to this safety record, 60 per cent of the poles were set in solid rock. Several tons of dynamite were used to blast in areas where from 3,000 to 4,000 men of other crafts were engaged in their work. Blasting under these circumstances hardly seemed possible, yet it was done with a minimum loss of time, but only with the safety first idea carried out to the letter.

The guards of the Hoosier Ordnance Plant are also worthy of an honorable mention. I could write at length of the feats accomplished on this job and the men who made it possible. So again I say, orchids to them all. Keep the safety flag at full mast and let's grow old together.

From beginning to end of this job men from a large number of unions have been cleared through Local No. 369. It was nice to have these men with us and their good work will long be remembered.

JAMES CESSER,
Press Secretary.

L. U. NO. 377, LYNN, MASS. Editor:

The Hallowe'en party given by Mike at St. Louis has come and gone. As they of the Fourth Estate would say, a good time was had by all. Some of the boys failed to get the apples they were ducking for. Many of the boys came in like roaring lions but left like little lambs shorn of their fleecy wool. There weren't enough presents to go around. They

didn't even have a piece of cake to bring back to their little Brothers at home.

It will be hard to face little Brother after he broke open his little bank to let you go to the party. Little Brother will have two years to get over it, and then perhaps he will have more saved up, and next time you may bring him home a piece. Perhaps Mike will have a bigger cake and perhaps a new flock of roaring lions will descend on San Francisco with resolutions sticking out of their ears. When they leave they'll still be sticking, but not out of their ears.

It was a nice party just the same. I was glad to see my own business agent. He's doing a good job back home, he and the doughty little Major Cappelle. Both agents have increased wages. Major got \$1.65 an hour for Boston. Major is a small name for him; he should be a general.

Did you folks ever meet George Weller? George's card, I heard, was No. 58. I'd like to see him as a delegate to the convention. There's a fighting union man! Someone stole George's water bucket out of the tool room and, boys, was the air blue! He surely does come out of his corner fighting. It wasn't Rube; he wouldn't do that. Rube comes from Evansville and taught Sunday school there. I wonder if his class knows he shoots craps? Nice boy, Rube, with a million-dollar personality.

Well, that's my story this time; hope it gets in on time.

ED MCINERNEY,
Press Secretary.

L. U. NO. B-429, NASHVILLE, TENN. Editor:

This scribe listened with much interest to the reports of our convention delegates. Nothing but praise was bestowed upon Local No. B-1 and the I. O. officers about the way our 21st, Golden Jubilee, convention was put over. Much could be said on this subject but space will not permit, so on behalf of Local No. B-429 I take great pleasure in congratulating L. U. No. B-1, various committees, and all newly elected officers. One more word, my only desire is that every member, especially the new ones, read and absorb the daily proceedings, and I am sure they will understand why this convention was called and how it got to be our Golden Jubilee convention.

Organizing the unorganized is the next job the Nashville Building and Construction Trades Council will undertake. A committee of four men, Brother Carl Vester, representing the bricklayers; Brother John Gatlin, the carpenters; Brother T. O. Denham, the painters; and Brother R. C. Holt the sheet metal workers, were elected to visit St. Louis building tradesmen, to investigate the method they employ in getting control of the small building game. They were there the week of our convention as was our business manager, Brother T. P. Loftis, who availed himself of the opportunity to learn how the electricians handled the situation. Reports have been made to various local unions making up the council. Some local unions have committees out already. Things will start happening soon on this issue, and fast. We have tried to get this small work a number of times. This time we want to use a system that we know has worked and is working.

The Tennessee State Electrical Workers last meeting this year will convene December 7 in Bristol, Tenn. We hope through the efforts of this body to convince the powers that be, namely the Nashville City Council, other city councils, and the Tennessee legislature, that the licensing bill to be presented in January is the one and only way to protect life as it should be protected for the electrical

worker and the general public. This bill is not materialistic, but social in form, and backed up by facts and deserves the most careful consideration of our law makers. A bill was presented two years ago for this purpose, but was doused by some legislator who did not seem to think he was elected by the people.

Brother N. C. (Shorty) Smith suggested to the manufacturers of Bull Dog products that they make some changes in the location of the ground knock-outs in their combination range cutout cabinets, changing them from the center, top and bottom to the sides. Shorty received news that they appreciated the suggestion and that their dies were being changed to concur with his ideas, and a check for \$12. Not bad?

We regret to announce the serious illness of Brother J. P. (Price) Pippin. There has been a "No Visitors" sign on his door at the St. Thomas Hospital for the past week. We hope Price will be up and at 'em again very soon. He was steward at the Vultee aircraft plant and is being missed badly.

Christmas will be a swell one for Brother Red Runyan and family, better than he expected, anyway. Brother Runyan has been laid up for some time with that old T. B. plague. Tickets will be drawn at \$1 each on a brand new Browning automatic shot gun to make life more pleasant for himself and family. This brings about that question raised by my friend and former press secretary, Brother John Degnan: What about that T. B. sanatorium? It's a bet, fellows, we could put this over. Any of us may be afflicted with this thing any old time. I will assure any of our locals of my support. Let's get some committees out.

We have received another card from Brother Private Van Lewis. We post these cards in a conspicuous place and the members enjoy reading them as well as myself. More will be appreciated.

We are finishing two or three jobs around June 1. Looks bad for private construction, just one small job has been started. We hope to get two or three defense jobs in this area soon. If we don't some of our Brother business managers are apt to get a few letters about employment in other areas.

In closing, Local No. B-429 wishes every Brother and Sister in these United States the most hearty and bountiful Christmas and a happy and more prosperous New Year.

WILLIAM A. WALKER,
Press Secretary.

L. U. NO. 483, TACOMA, WASH.

Editor:

So now it's Christmas again, and all good men and true among the electrical workers are expected to wire up the Christmas tree again and show Junior how to operate the signals on his electric streamliner. Are you equal to the task? Tsk! Tsk! Don't tell me Lesson No. 27 of your correspondence course has slipped your mind so soon!

But at least there is no "verboten" sign on our chimneys yet, and that's something. We are still free to hope that Saint Nick gets stuck on his way out and that he'll have to jettison some of his cargo before he can get up past the spikes we have so cleverly arranged to make the chimney a one-way street. Christmas cheer is still ours in this traditional season of good will and what-have-you.

The "Peace-on-Earth" part of the slogan is, of course, scarcely worth mentioning any more. Hitler says it's nothing but Jewish propaganda anyhow.

What with his usual mental myopia and other causes such as breaking his glasses

twice in one month, this correspondent has had a hard time finding out what's going on. We do note a greatly increased attendance at union meetings, and a larger membership roll than ever before, a result due in large part to the untiring efforts of our new business representative, Jay Olinger, in guiding his puddle-jumper o'er rock and rill and wooded hill in unceasing pursuit of grunts and linemen and ring-tailed fire-fuzzers who find they no longer can remain non-union by the simple expedient of climbing a tree and gibbering like the regular monkeys do.

Practically all A. F. of L. unions in Tacoma are now happily settled in their own Labor Temple, said edifice owned and operated by the Central Labor Council solely for the use and benefit of its member unions. Tacoma labor can at long last hang its collective hat on its own hall-tree, argue and squabble to its heart's content without risk of being kicked in the britches by an irate landlord.

Power systems here in the far Northwest are just about neck-and-neck with defense requirements. Jupiter Pluvius, the rain-maker, helped production no end by dribbling wetly during most of our normally dry fall season, thereby keeping the rivers several notches above their usual levels, to the great benefit of the hydro stations.

Puget Sound ports are rapidly expanding industrially, and one is reminded of the lush days of '17 and '18, when shipyard workers swarmed the streets like unto the locusts in Biblical days, and silk shirts adorned the hairy bosoms of riveter and "holder-on" alike. Today we see few silk shirts, but the housing situation is critical, for much of the hinterland has moved in en masse to grab the new jobs. There are few riveters now. Welding has taken its place. Not only are ships hopping off the ways with monotonous regularity, but swarms of planes take the air like unto—but no, we won't use that locust comparison again.

No enervating heat, no paralyzing cold, disturbs the even tenor of production on the Sound that Peter Puget excavated. Along its shores is being established an industrial empire, hugely productive and much diversified. Tacoma's vast lumber industry, its great shipyards; Seattle's great Boeing plant, where are spawned the giant bombers now graying the locks of Europe's dictators; Bremerton, with its Navy Yard humming as never before; McChord and Sand Point, the Army and Navy air fields; Fort Lewis and Camp Murray, where armies take form and learn the use of lethal weapons; Tacoma's smelter, aluminum and alloying plants, pulp and paper mills, all using large blocks of power, and all quite thoroughly organized in A. F. of L. Unions—but stop me, somebody before I really get wound up. It's a great country. Too bad you can't all live here.

L. O. LOFQUIST,
Press Secretary.

L. U. NO. 492, MONTREAL, QUE.

Editor:

Greetings from Montreal, to I. O. officers and members all over the continent. We would ask members south of the border line to make a New Year's resolution now to spend their summer holidays in Canada this coming summer. Canada needs your American dollars as she pays cash for everything she buys from the United States. You will find your money is worth 10 per cent more on account of the rate of exchange being in your favor and we have everything for the holiday maker in this fair Dominion. From coast to coast there are no restrictions on tourists, no passports are necessary, but

carry proper identification for your return into the United States.

Now that our convention is over and we are back at work and our officers have received a vote of confidence in being returned to office, let us all try to make our organization a little bit bigger, stronger and better than it is even today.

As a contribution from you who may read this note and are connected with the public utility industry and have a copy of your safety manual or operating code book or instruction manual to spare, I would ask you to send it to me at 4911 Clanranald Ave., Montreal, Canada. Even if you need your own copy, borrow, beg, or steal one and mail it along my way. In anticipation I thank you all on behalf of the members of Local No. 492.

H. M. NEVISON,
President.

L. U. NO. 508, SAVANNAH, GA.

Editor:

On November 15, 1941, at a gala event at the Savannah Hotel, in this city, L. U. No. 508 celebrated its twenty-fifth anniversary, with Business Manager W. L. Ferrell acting as master of ceremonies. Among the speakers were President George H. McGee, of the Trades and Labor Assembly of Savannah; Alderman Burney, representing the city of Savannah; Vice President G. X. Barker, of the Brotherhood, and Brother H. L. Tolle, the only remaining charter member of L. U. No. 508. They and all others who spoke complimented the local for "keeping its feet on the ground" during the trying times through which we have gone successfully in the past and are endeavoring to do now.

"Keeping our feet on the ground," in other words, being consistently conservative, has always been the policy of our local union.

Beginning with Brother J. T. Hill, who might aptly be termed the George Washington of our organization, our first business manager, who brought us through the "Valley Forge" days, on down to our present business manager, W. L. Ferrell, our organization has never taken a backward step. Loyalty to God, to our country, to our families, and to ourselves has always been our watchword.

There are so many to whom credit should be given for the success of our local that space would not permit us to mention all of them; however, just a few: Brother George Black, of the International Brotherhood of Boilermakers, who was instrumental in helping to organize a group of men who were anxious to help themselves, officiated when our charter was installed. Our local would also like to pay homage to Brother Bill Curl, of L. U. No. 3, and to all other members of L. U. No. 3 who at that time were working for Westinghouse Church Curr on the sugar refinery job in this city.

Other old-timers who are still with us and should be honorably mentioned include Brother R. K. Ferrell, Sr. "He is still on strike since 1922, when our Brotherhood had to strike against the railroads." Brother Ferrell is still carrying on in the traditional manner of all those who strive to make this world a better place in which to live. Then there is Brother Walter Hill, who during the period of the depression held the torch of unionism high by operating a union shop when union shops were very unpopular; also Brothers "Pinky" Lee, H. H. Tuten, W. B. Richardson, and H. K. Peterson, who did the same.

L. U. No. 508 has just negotiated a new contract calling for a minimum basic wage rate, effective January 1, 1942, of \$1.50 per hour. Quite an advance in progress, we think, since 1916, when that was approximately the

daily wage. Our local union gives its sincerest thanks and credit for these accomplishments to our present officers and executive board, who are: V. P. Duggar, president; H. S. Hill, vice president; S. L. Whitehurst, treasurer; H. G. Carter, recording secretary and assistant business manager; W. L. Ferrell, financial secretary and business manager. Also our executive board, V. P. Duggar, H. S. Hill, H. G. Carter, William Vadden, J. B. Youngblood, C. S. Westcott, W. L. Ringwald.

The bringing about of improved conditions for our people during this critical period has been done through the cooperation of all principal electrical contractors in this southeast district, without our local having to resort to the threat of a strike. Orchids to our officers, to the contractors and to all who have contributed to our success.

We feel that we would be remiss in our duties should we not give our thanks to Vice President G. X. Barker, who has so loyally fought for the interest of the electrical workers and all labor. Brother Barker should be termed a Petronius because he is an arbiter of excellence. He has devoted his time since he has been an international officer "fighting hard to keep down fighting."

A. W. THIOR,
Press Secretary.

L. U. NO. 512, GRAND FALLS, NEWFOUNDLAND

Editor:

Allow us to offer our congratulations upon the very pleasing appearance of the Golden Jubilee issue of the JOURNAL. The articles inside its covers were very informative and worth everyone's perusal. Its compilation was a task well done and in our humble opinion reflects credit to all those responsible.

Since our last letter we have had what could very easily have been a fatal accident, and in which three of our Brothers were concerned. A scaffold—upon which they were working—broke clear and plunged a distance of 25 or 30 feet to the ground. Brothers Alyward and Lane escaped with minor injuries, but our old war-horse, Brother Arch Taylor, was not quite so fortunate; several small bones were broken in his ankles. This necessitates a cast and consequently a loss of time for him. Here's hoping, Arch, that you will be able to flick them around the top of your silvery head by the time you read this.

The annual get-together was held this year at a roadhouse near Peters' Pond, which is in the vicinity of the Port of Botwood—famous as a terminus for trans-Atlantic aeroplanes. The usual atmosphere of well being was felt by all and sundry with the possible exception of one Brother who had one or two flat tires, although nothing of an understandable tirade was ascertained from his many and dire mutterings.

Congratulations were extended to Brother Constable by the local upon the successful conclusion of a power house electric I. C. S. course.

Congratulations are also in order for Brother J. O'Brien—now in Argentina at the American Base—who became the proud papa of a bouncing baby boy recently. Yes, Jim, they still give out cigars, so—here's hoping.

At this time of writing some of our executives are busy collaborating with executives from other unions in order to arrive at some substantial figure for a bonus to be obtained from the company so that we make enough of the printed and minted material to meet the rise in the cost of living. We are hoping for the best, but—"We hae our doots."

"BLACKOUT,"
Press Secretary.

L. U. NO. 567, PORTLAND, MAINE

Editor:

Due to the initiative and good intention of Brother John R. Fraser, Local No. 567 voted recently to have a press secretary, his contention being that any local of any importance should have representation in our JOURNAL. We have missed for several lean years and since I was the only one on the premises who had had any experience, however indifferent, I became a candidate for the sometimes none too desirable office without any competition in spite of my own misgivings, my own private advice and a question if I can adapt myself to the different order of things. So I feel as if I had been inducted into office like an umbrella opened up against a northeast wind.

As I hereby take my pen that has been dry for five years, in hand to attempt to place L. U. No. 567 in the place of prominence she really ranks in labor's activity, I feel as if all the water that has gone over the dam for the last five years was on top of me, and it is hard to feel appreciative to Brother Fraser who is a typical unionist at heart, but on the big Todd Bath Ship Yard job where he has been foreman, he has been commonly, but perhaps not in a Brotherly way been referred to as Simon Legree whom we seem to recall as famous for his whip snapping stunts. But they must have been wrong for some of his most recent activity we witnessed. We know the part he was trying to do was Joe Louis—but he wasn't quite so deadly.

A lot of the boys think I won't get to first base on my new job in the harder schedule of bigger and more important matters that add up to make our JOURNAL tops in all respects. But—I've already been on third base for five years. There are four men on the bases and our heavy hitting, high scoring, pinch hitting, business representative, Al Russell, coming to bat all the time, any one of whose weekly written reports contain enough punch to score me running backward, if I can assemble them properly to do justice to all who may be interested.

There has been so much crowded into the last six months of national defense, British defense and an abnormal amount of routine work by our local contractors that it will be necessary to skip for the present even the work he has done particularly around Lewiston and the Kennebec Valley where conditions have been terrible, but are now almost completely in hand.

Last winter the boys of L. U. No. 567 did a commendable job on the big Bath Iron Works plate shop, storehouse, etc., under the supervision of the Livingston Co. of Boston and our foreman, Edward Fessenden. When the big Todd-Bath Ship Yard job broke in South Portland we had our house in order after weeks of tireless effort by our business representative, assisted by complete cooperation of our international officers, to establish conditions as well as value. On June 6 Local No. 567 tackled the electrical contract, probably the largest ever let in Maine, which had been awarded to the Dole Electric Co., of Bangor, Maine. Because of his successful experience on the other job, the Dole Co. found it advisable to draft Brother Fessenden into their engineering department and put him eventually in charge of the job. It hasn't been any bargain under fast changing conditions.

Covering several acres of what was formerly a wooden ship yard, the Sanders Engineering Co. of Portland has done a remarkable job in the nine months it took them. But it is to be regretted that their attitude toward unionism is not very commendable

and I feel correct in stating that this was the first union job they have ever done, so naturally whatever the boys accomplished was slow, hard and scrappy.

Today, after five months, with the job still incomplete and perhaps far from it, because of constant changes and additional contracts, we find the boys have correctly installed 12 25-ton Gantry cranes, nine five-ton inside travelling cranes, two 25-ton D. C. cranes, 100,000 feet of four-inch fibre duct, 10 carloads of assorted and damn heavy conduit, 1,000,000 feet of wire from No. 14 to 1,000,000 CM, 10,000 feet of parkway cable, one 700 H. P. compressor, two 300 H. P. compressors, 300 welding machines, a complete fire alarm system, a flood light system, and all power-driven machines.

The territory we had to cover included a 1,500 fitting out pier, eight ship basins in which an innovation is being presented in the method of launching ships since gates will be lifted and the tide water controlled into any individual basin then floating the ship to the fitting out pier. Very simple.

Since the membership of Local No. 567 was only 68 at the time the job started, while at the peak there were 165 electricians on this job alone, it was a matter of much concern to our capable Business Representative Russell who, believing "nothing ventured nothing have" had to do some far flung hunting and experimenting. To his credit, he did, and brought back electricians from all corners of Maine, Canada and other northeastern states, and even two from the Northwest Passage.

Today as the job nears completion, of course the only solution of handling all the good, near good and misfits, into the standard L. U. No. 567 has always held was the complete cooperation of carefully selected foremen, Frank Smith, John Fraser, Richard Leighton, Harry Doherty, Philip Libby from L. U. No. 567, Russ Jackson and Dick Weldon from the Dole Co., while their engineer, Russ Arnold rates a lot of respect among the boys. The ability and deportment of Brother Joseph Melaugh of No. 567 who has enjoyed (?) a special assignment as foreman, is deserving of more than passing mention. He is always courteous and considerate and personally, I haven't heard one complaint.

On November 18, L. U. No. 567 observed their 26th anniversary, holding a well-attended supper and smoker at Frye Hall. It was a sort of get acquainted, open house affair, since the local has been growing rapidly of late and we've all been running around each other, so all the boys on application and all members working under our jurisdiction could better realize the value of a good union. It also served as a courtesy gesture to welcome the return of our delegate to the I. O. convention, Gerald Cressey.

An excellent supper was served by the ladies' auxiliary to the Portland Central Labor Union and they were far more charitable toward us than most of the boys knew. It is difficult to express the real appreciation all of us felt. Prominent speakers for the evening included International Organizer Charles Aker, Horace Howe and David Hastings, while several prominent connections in the electrical contractors took a bow.

Again our versatile Al Russell provided an entertainment program that hadn't a dull moment and the boys spent the rest of the time on their own.

Our wage scale at present is \$1.12½ per hour but we are negotiating for a different and higher scale. The 60 days notice we gave the contractors expires on December 17, 1941, so we hope to report more progress soon.

Well, if I haven't scored after all this effort, I guess I'll have to steal home and I hope John Fraser isn't on the base line.

Merry Christmas and a happy New Year.

M. M. McKENNEY,
Press Secretary.

L. U. NO. 649, ALTON, ILL.

Editor:

"The tumult and the shouting dies, the captains and kings depart."

And thus ended the Golden Jubilee convention of the International Brotherhood of Electrical Workers held at Hotel Jefferson, St. Louis, Mo. While it was a happy ending, still there were many of us old timers that must have felt a tinge of sadness as we realized that there were many that we would never meet again.

Brother Harry Brown and I, from Local No. 649 Alton, Ill., arrived at Hotel Jefferson about 9 a. m. Monday. We had just entered and there in front of the cigar stand we ran into Brother Harry Broach, former international president. It has been years since he made an address here at our local. I first met Harry at Little Rock, Ark., back in World War days. I was working at Camp Pike and he was trying to adjust the differences between the Bell Telephone Co. and the girl operators who were out on strike at that time.

After I had deposited my hat and coat with the hat check girl, I made a beeline for the committee on credentials. There were about 15 or 20 men in line near the door. The door keeper was going through their credentials. He admitted just one before he got to me. He looked at my credentials and said, "Oh you are just an alternate. You will have to go home and get your local officials to OK them." A young fellow delegate from Tennessee was told the same thing. We

started down the stairs together and he said, "I am going to take the first train for home right after dinner." I said, "Don't do it. This thing has just started. Let's see it through." Well I went down the stairs and sat down to think it over. Well, I hadn't been there but a short time when the young Brother from Tennessee came rushing up and said, "Say, old timer, I got fixed up all right," and he patted his badge. "Go on upstairs and I bet they fix you up too."

"That's a good tip, kid," I said, "I'm on my way." Well, I walked upstairs to the office on the mezzanine floor and a very pleasant-looking young man said, "What can I do for you, old timer?" Well, I handed him my credentials and he looked at them. "Well, they look all right to me," he said. I told him what had happened upstairs. A young lady sitting back of him said, "Let me see them." She looked at them. "You are sent in place of Mr. Lou Prullage who was elected delegate."

Reaching into a box she handed me my badge but the smile that she gave me will linger in my memory like the haunting refrain of a beautiful song. It just goes to show you that a woman who knows what she is about is just about twice as efficient as the major portion of the lords of creation that call themselves men.

That night we held the parade. My wife and I and our little girl rode down from Alton with Brother John Kohldilz, his wife and little boy. It was a cold night but a fine parade. There were many fine floats but I think that our float, "The Alton Dam," built by members of our Local No. 649 was just about the best there. The committee headed by Brother Prullage, deserves a lot of credit for working Saturdays, Sundays and after hours at night when they could have been resting at home. Credit should be given,

too, to all the boys that contributed their time and talents on the other floats, and those that made it possible that we could see the two beautiful flags at the auditorium and the Maple Leaf welcoming our Canadian Brothers deserves a vote of thanks from every delegate that attended the convention. Brothers, it's one thing to sit in a convention hall and parade around the lobby shaking hands with delegates and their better halves, wearing a badge on the lapel of your coat, shining like a harvest moon in an autumn sky and it's another thing to do all the things that have to be done that take time and talent and money, and remain in the background, "unhonored and unsung." Hats off to the workers, girls and boys!

The ladies of the auxiliary had a big get-together at the Mark Twain Hotel. Dinner, cards, etc., etc. The ladies of the Alton auxiliary attending, report having a good time. Us mere men couldn't attend that meeting, but we got back at them when we attended our roundup at the smoker. I don't know why I went as I never smoked a cigar, cigarette or pipe of tobacco in my life, unless it was to meet the boys that you would never see in church. There was plenty to eat and drink, well, you know, or can guess.

Wednesday evening after my wife came back from the meeting at the Mark Twain Hotel, we met a fine little lady from Mobile, Ala., and her husband, who was working over at the Venice power plant. She had met Brother Jack Chalcombe and his wife, who are living over on the east side somewhere. I don't remember her name, but she seemed glad to meet us even if we were old folks.

I have met a lot of men in my time that were members in this organization, but no one has made a better impression on me than Brother Scott Milne, vice president of the Ninth district, with his fine singing voice. He is brainy, well-balanced and well-liked as you could tell by the applause that he received. He's a comer. Watch him.

One afternoon many of the delegates and their ladies were conducted through Busch's brewery. It is really a wonderful sight to watch the bottles in the different processes of washing, bottling and capping.

I met a number of people—a Mrs. E. S. Hurley, a young lineman from L. U. No. 3, and Brother Ray Abbot, of Gary. There were others, whose names I fail to remember. I later met Brother Hurley and his wife out at the Ice Follies. He hails from L. U. No. B-50, Oakland. I met four young delegates from Canadian locals and an old Brother from Montreal who knew several of the men who worked in my gang when I had the outside end to look after up at Saskatoon, Saskatchewan. That was back in 1913 and '14. I was also president of the local at that time. This brings us up to Saturday evening, when whom should we meet but Brother Si Johnson, of L. U. No. B-1 and his lady. We had quite a chat with them. Brother Richards, of our local; Brother Touchette, of L. U. No. 309, and Brother McCoy, of L. U. No. 309, grabbed me by the arm and pointed to the tables and said, "If you don't get the best one it's your own fault, Mack."

Well, my wife and I took in the floor show. Then we danced a few times and went in and sat down at the table with Brother and Mrs. Prullage, Brother Allen and wife, Brother Brown and lady, Brother Malloy and his wife, Brother Sheppard, our business manager, and Mrs. Sheppard, Brother Pat Doyle and his wife. At the next table to ours a lady got to her feet and started to sing. Jimmie Moran came along and she started to kid him. I said, "Jimmie, you're on the spot." Said he, "Mack, I'm on 10 spots." Then who should



OFFICERS OF L. U. NO. 649, ALTON, ILL.

Reading from left to right, bottom row: Hugh Nichols, executive board; Elzia McCann, executive board; Herbert Challacombe, vice president; E. C. Martyndale, president; Henry Malloy, treasurer; Fred Goodman, financial secretary; Jules Voss, recording secretary. Middle row: Harry Brown, delegate to Jubilee convention; Daniel Gorman, chairman, executive board; Theodore Sheppard, business manager; Mike Acario, examining board; Karl Lynch, examining board; Art Fuese, executive board. Top row: C. Bass, examining board; Manley Aden, foreman; Louis Prullage, delegate to Jubilee convention; M. L. Watkins, press secretary; Carl Baumer, executive board.

come along but Trip Smith himself. The lady started to sing again and Trip moved to the head of the table in true conductor style and led the singing like the maestro that he is.

The piano started up and we had a few dances. I walked over to the piano and there was Pat Doyle and his wife and several others singing "My Wild Irish Rose." I looked at Pat and thought how could he sing anything else with a name like his?

The party finally broke up. A number of us left the hotel. At the corner Jimmie Eddy and Lou Prullage said a final farewell and the four of us got in Brother Sheppard's car and drove on up to Alton. When we got out at home and went in and turned on the light the clock said 4:30. It didn't take us long to get to bed. The next morning at breakfast our 19-year-old college girl and 16-year-old high school boy pointed their fingers at us and both explained, "Well, you can never say anything to us about staying out late after this." Well, I looked at Mom and Mom looked at me and I said, "Well, Mom, Puck was right when he said 'What fools these mortals be.'"

MACLEAN L. WATKINS,
Press Secretary.

L. U. NO. 654, CHESTER, PA.

Editor:

Another year is about to pass into history and with it ends a memorable chapter in the history of our Brotherhood. Fifty years of service in the interests of electrical workers of the United States and Canada is a record which we can all regard with pride, knowing that we are part of something that gives so much in return for so little.

Let us enumerate some of the many benefits our membership entitles us to:

Highest rate of pay by far in the electrical industry; privilege to work in the jurisdictions of more than 1,000 local unions; old age pension; life insurance up to \$1,000; protection from discrimination and unfair working conditions, and last, but by no means least, the JOURNAL, offering us information and education in order that we may become union minded and abreast of all worthwhile events so important to our general welfare.

All of the above and many more benefits are assured and guaranteed by our International Brotherhood representing more than 200,000 electrical workers and backed up by nearly 5,000,000 members of the American Federation of Labor.

On the other hand, let us consider the situation as faced by the electrical worker outside our fold.

He must offer his services for whatever his employer wishes to pay for them; he must bow to the wishes and whims of his superiors, regardless of whether they be fair or unfair. No one is interested in his present or future well-being; no pension at old age, no insurance protection. In fact, nothing but the crumbs that fall from the table of plenty. A sad, but true word picture of those who through ignorance or design choose to walk alone.

We owe a duty to ourselves and those who will follow us to continue the great work started by those zealous pioneers of 50 years ago, fostered and nurtured by their successors up to the present time.

We take this opportunity to wish all Brothers and their families a Christmas filled with joy and contentment; for the new year health and prosperity in abundance, with an earnest hope that peace will soon again return to a war-torn world.

Our local union is fortunate in having a share in the prosperity due to the defense program. Business Manager Chambers is de-

serving of high praise for his untiring efforts in our behalf. Through his ability and personality he has not only won the confidence of our members but also the confidence and esteem of those who sit on the other side of the table. His success in the Sun Ship situation is well worthy of mention.

President Jim Haslett and Harry Wade have joined the select group of general foremen, which incidentally does not entitle them to wear a high silk hat.

Congratulations to Linn Wheeler, our new financial secretary. Linn, we are proud to say, is one of the finest union-minded men we have ever known. We are sure he will carry on where Cliff Browning left off. Cliff deserves great credit for his services during his terms of office.

Bill Lucke gets a great kick out of the C. L. U. meetings and says he is learning fast.

J. A. DOUGHERTY,
Press Secretary.

L. U. NO. B-702, WEST FRANKFORT, ILL.

Editor:

As 1941 rolls along into history our present contract expires on the last day of this year.

Our members feel that they want some changes made in the contract, such as a different wage scale and more protection to the members. As a result our representatives served notice on the company that the contract would be opened.

A new contract has been drawn up, and if adopted will give the men considerable increase in pay and also more protection.

Our local union here in Springfield has plenty of things to be thankful for this Thanksgiving time. We have enjoyed good employment with very few men off the payroll.

During a recent grievance of our local, caused partly by a misunderstanding of our contract on the part of the men, Brother Boyd and Brother McGudy proved themselves champions of both the men and the truth.

Sometimes the truth hurts and in this case Brother Boyd had the courage to stand up and argue for the truth and win. We should all give Brother Boyd plenty of credit for successfully handling a difficult situation.

With winter coming on and the ever-present danger of sleet storms, our members often wonder what the situation with our customers would be like if a serious sleet storm should disrupt the electric service to a large number of these customers. With all the electric ranges and water heaters in use, the situation would be bad enough, but for those who use automatic heat the situation would be very bad in many cases.

The electric men would have a big problem of restoring the service, and the gas men would have a big problem of getting the customers to operate their gas heating equipment manually. Some gas furnaces can be operated as successfully by manual operation as with electric controls, but some of the gas heating plants cannot be operated at all without electricity.

Brother Bill Rogers of the electrical department had a narrow escape on the night of November 22. The truck from which he was working was parked close to a line pole and a cab collided with the truck, pushing the truck over close to the pole and pinning Bill between the truck boom and the pole. Bill came out with only minor bruises and at the time of this writing is getting along fine.

Greetings to all our new members who have been initiated since the last writing. We wish you all good luck and a long time of satisfactory employment.

I also wish to extend seasonal greetings to all officials and members of L. U. No. B-702 and to all members of other locals as well.

CHARLES MILLER,
Press Secretary.

L. U. NO. 744, PHILADELPHIA, PA.

Editor:

L. U. No. 744 held its annual frolic and dance on November 22 in Philadelphia. Some 600 people attended. Some of the members who were present traveled 200 miles to attend. Brother Zimmerman came from Reading, Pa., to give me instructions on how to serve lunch (oh, yes, I was feeding the hungry). Zimmie tells me he received his experience in the culinary art when he was with a circus. Is it lion? Brother Moser knows his pretzels and he's a darn good go-getter for the local. We need more Mosers. The proceeds from these affairs are used to assist members of our local who are injured or ill. Their dues are paid to keep them in good standing. We never know who's next on the list, so we all give good support.

Martin Dies is about to give an expose of labor leaders. Well, talk is cheap. We don't expect him to justify labor nor its leaders.

This local extends the season's greetings to the entire membership of the I. B. E. W.

OUR TOPIC

Looking down from a skyscraper, one can scarcely discern the individual in the streets of the city below. Only currents or masses of men weave in and out among the buildings. And so it is that the history of a labor movement appears to the union member who casually glances backward. A continual interweaving of persons, events and trends comes before the mind's eye with an occasional inlay set forth prominently because of the real or imaginary significance attached to the subject. One such gem in the history of the American Federation of Labor is the formation of the International Brotherhood of Electrical Workers. The signal importance attached to the formation of the I. B. E. W. is due to the fact that around its development hinges a gigantic electrical industry which is becoming more and more complex. A brief survey of conditions as they existed at the time the I. B. E. W. was moulded will assist in the understanding of why such development took the particular trend it did take. The craft was in its infancy and overcrowded with farm boys and the typical hobo. Once an over-supply of men was created, every available means of coercion was used to force the workers to accept a mere pittance as a wage.

The I. B. E. W. has now attained a superiority in craft workmanship and is composed of a somewhat homogeneous type of worker. The Brotherhood has inaugurated the policy of securing mutual satisfaction of both the employer and the employee by arbitration. The effect is much the same as an electric current flowing in the path of least resistance. This practice has been of valuable assistance for many years and specifically proves the longevity of this organization. Unlike the C. I. O., it is with foundation; its ideas, motives and generalities are orthodox and well planned. When arbitration and all means of a peaceful settlement fail it is imperative that we strike. When the privilege to strike is extracted from us then we forever go down in defeat. To sum up: Be wise, keep organized.

DAVID H. CROUSE,
Press Secretary.

L. U. NO. B-835, JACKSON, TENN.

Editor:

During the past year a big portion of our members have worked on one defense job or another within a radius of 150 miles. The Milan shell loading plant, a \$40,000,000 project covering some 25 square miles, located 20 miles from town, which got under way in the early spring, brought practically all of them back home, and more too.

The job has been running smoothly with only an occasional squawk and complaint, and no labor trouble. However, it has kept our business manager, Joe Barham, on the hop. Although the project is restricted, our business manager has access to the entire area and has been able to police the job thoroughly. At its peak 450 of our members, both inside and outside, were employed. This figure now has been reduced to about 400 and the project is 85 per cent complete. At this time it is not possible to state how many, if any, of our members will be employed when the plant is put on a full production basis.

Another defense project, an Army balloon training center, has been started at Paris, Tenn. This job, according to available figures, will run about \$5,000,000. At present we have about 30 members working there, including Brother Hickory Phelps, one of the stewards, with the job just getting under way.

Local contractors are also getting their share of work from a recently completed housing project and an airport job.

Our Brothers with the TVA are doing all right, too, with more and more work coming along, so that the TVA can generate and transmit more and more power for vital defense needs. The demand for power for defense needs in the Tennessee Valley area has grown by leaps and bounds, with all hydro and steam plants at maximum capacity.

After reading so much about blackouts, we are now beginning to get a vague idea of what one may be like. By order of the OPM, electric power is now rationed in seven southeastern states. This eliminates the use of electricity for all decoration and advertising lighting and all outdoor lighting for amusements and sports. This enables the use of more power for defense needs.

On November 12 we again sit at the conference table with TVA management. This annual wage conference between the TVA and the Tennessee Valley Trades and Labor Council is to be held at Knoxville, and we are all hopeful of getting a boost, particularly in view of the advanced living costs.

Our delegates have returned from the national convention with some long tales. Apparently, a good time was had by one and all and a lot of good accomplished.

H. A. STEINDORF,
Press Secretary.

L. U. NO. 862, JACKSONVILLE, FLA.

Editor:

I hope Ole Santa is good to all of you and, as the year is nearing an end, my wish for all of you is a happy and prosperous New Year. I hope and trust peace will reign soon again over this war-torn world of ours.

The biennial convention of the System Federation and our district council on S. A. L. Railway System met here November 18, 19 and 20. Brother Fletcher, from Portsmouth Local Union No. 732, was elected general chairman; Brother J. D. Railey, vice chairman. Our hats are off to you, Brother Fletcher, and we wish you good luck and success as our general chairman. This column will always be glad to hand you bouquets and compliments, but we reserve the right of honest criticism. Always remember you are our rep-

resentative and before rendering any decision of importance to the membership my advice is to get their approval first. Speaking personally, I don't believe in any officer having too much authority.

Brothers, we welcome our new members in Local Union No. 862, Brothers A. F. Marshall and L. F. Brosmer, electrical cranimen.

I might mention a C. L. Miller, who worked at this shop as electric craniman and claims Detroit as home. He seems to have turned out as a "bad egg." He pulled his stakes here, leaving a sick wife and four small children at the mercy of the world, besides the bills owed. Brothers, look out for this party, as he only has a yellow receipt which should be out of date by this time. If he shows up that way notify Local Union No. 862 or the International Office.

Brother J. H. Cubbedge, we one and all of Local Union No. 862 wish to thank you, our retiring general chairman, for all the services you rendered the organization while on the job, and we wish you the best kind of luck and let us hear from you sometime. We have all got to work together, for there surely are storm clouds ahead for organized labor. It's up to the membership as a whole to be on the alert. This is your organization; it doesn't belong to any individual. You have a right of opinion, so attend your meetings, transact your business and don't cry about things that were done if you were not there. You should have been.

We haven't mentioned Abe Abrams and his understudy, W. S. Simmons, at roundhouse. They are due for a few lines. That's a good pair. Walter was given the name of "Mocking Bird," and guess Abe enjoys the sweet notes very much.

My wish for 1942 is "lots of good things for all."
J. R. BOYLE,
Press Secretary.

L. U. NO. 923, AUGUSTA, GA.

Editor:

The much-looked-forward-to convention is now a thing of the past. But that does not mean that the spirit of the convention is dead. Judging from the splendid report made by our very able delegate, Brother R. W. Barnes, I feel that our great Brotherhood is destined to attain an even more honorable place in the history of organized labor than it has in its first half century of progressive existence. I know I express the sentiment of thousands of other Brothers when I say I am proud to claim membership in an organization that can boast of consistent, able, progressive leadership like that of our own great International Brotherhood of Electrical Workers.

Today our Brotherhood is faced with the task of proving itself worthy of the custody of the great gains made by organized labor; particularly those gains made possible by the friendly cooperative spirit shown labor unions during the administration of F. D. Roosevelt. Nobility has its responsibility. During this national emergency that exists now we must each and every one give of our best to the task that confronts us. We cannot, we must not, ignore the responsibility that is ours. May God grant us wisdom and power to do our part in such a way that the principles of democracy will be forever established on this earth. The possibilities are before us to do as we choose. We have the able leadership to go on to victory over the foes of democracy. Let it never be said that we failed to give our best. Our organization represents men who are working in the key industries of the democracies. Therefore, we must be ever alert to do our duty and suppress any selfish aims we may have.

The first lay-off due to shortage of material

and the necessary curtailment of work was felt by our local union yesterday when four helpers were laid off. Let us hope that will be the last, though our better judgment tells us it won't be.

One of today's major problems: How to stop the rising cost of living. Anyone having the solution to this problem please notify the members of my local union immediately.

Merry Christmas from all of us down here in Augusta, Ga., to all of you Brothers wherever you may be. And may the new year bring to you and yours PEACE, HEALTH and PROSPERITY.

R. M. BALLARD,
Press Secretary.

L. U. NO. B-1048, INDIANAPOLIS, IND.

Editor:

Once again we greet you from the Key City of the Middle West and L. U. No. B-1048, of Indianapolis, Ind., Brother Francis O'Rourke, international representative and our able business agent, has just returned from the convention at St. Louis. He gave a very interesting and educational talk on the business that transpired there at our last membership meeting, and we realize from his talk that great things were accomplished, thanks to the hard work of the able delegates. L. U. B-1048 is looking forward to the next convention and will be there in all its glory in San Francisco.

We usually write and tell you all the news concerning our Hallowe'en dance and social. Alas! this year we have been much too busy to even think about social activity. However, since Uncle Sam seems to be relying upon us to furnish our share of the goods for this defense program, we at least are willing to forego some of our pleasures in order to give him a hand. We are working overtime and extra time at the union office taking care of our ever-increasing membership. So until such time as we have more leisure hours to get things done in we will be content to find our recreation in the monthly perusal of this paper and an occasional private splurge when time and conditions permit.

Things are going along in good stride down our way. In fact, our union officials will have to have seven league boots before long to keep up with it. However, we realize the seriousness of keeping this organization clean cut and above reproach, and we are very proud of our record to date. This local, as you know, represents the 2,500 employees of R. C. A. Manufacturing Company, Indianapolis, Ind., Division, where we can truthfully say labor relations are second to none in this country. Thanks, we are sure, to the efforts of our business agent, Francis O'Rourke, and our group of very active officers, executive board, shop stewards and alert membership. We really get things done out at the plant. Each one is expected to and does shoulder his own share of the responsibility for making a fine product. This union goes on record as giving eight hours' work for eight hours' pay in the full knowledge of job security and fair treatment, and everyone is happy and prosperous so far.

Today we observe the two minutes' solemn silence as is customary on Armistice Day, and the thought was brought home to your press secretary that we are proud to be Americans, and that the organization of which we are part is through and through American for Americans, and the American way of life is the only thing we are interested in. We are all hoping to stay out of this war, but if it is necessary for this, our country, Uncle Sam will not find us shirking the job. And so in Brotherhood we will bid you and our far-away friends adieu for this

time. Though we do not write often, we keep in touch with all who write, and you know we must leave space for all to write.

Until some future date—

MONICA WEINSTEIN,
Press Secretary.

L. U. NO. B-1073, AMBRIDGE, PA.

Editor:

On November 6, 1941, our L. U. No. B-1073 held its regular monthly meeting and the local was called to order by President Leo A. Meinert.

The subject of approving the second set of by-laws was discussed at length, as the first set of by-laws made up by the local was approved in the year 1937 when the local was chartered, and it was felt by the local that some changes and possible improvement could be made in the rules.

Also at this meeting a motion was made by Brother E. R. Mackintosh, member of the executive board, that the local purchase two \$1,000 United States Defense Bonds, to be paid for from the surplus funds in the local treasury, and the motion was passed unanimously by the assembled body. The purchase of these bonds by our local, a representative labor organization in this community, clearly shows that labor is solidly behind the United States Government in its defense drive to defeat dictatorship in Europe and Asia. If we are to learn a lesson from what has happened to organized labor in the dictator countries it is high time that we as a labor organization come to the front with all that we have in order that we can insure the defeat of the ruthless dictators.

In dictator countries labor organizations have been ruthlessly abolished and the leaders of labor have been sentenced to concentration camps along with the leaders of the church. If we as Americans wish to see the torch of freedom held aloft by the Statue of Liberty forever we should give our all to see that the dictators are destroyed.

At our next monthly meeting arrangements have been made to serve refreshments for the customers or Brothers, and we are all looking forward to having a splendid time.

H. M. SMITH,
Press Secretary.

L. U. NO. 1188, REDDING, CALIF.

Editor:

Will you please call attention through our JOURNAL that Local Union No. 1188 is not chartered for Shasta Dam only, but for Redding, Calif., and vicinity; that the local union maintains an office in Redding. Also that our rules do not permit of electrical workers soliciting the various jobs for employment.

Because of the general belief the charter here is for Shasta Dam only traveling Brothers are put to the expense of traveling through Redding to the dam and returning to Redding.

The best way not to get a job in this jurisdiction is to solicit the jobs.

Operations on the various jobs will slow down to a considerable extent during the rainy season. With several jobs being completed in a few weeks it will hardly pay the Brothers to come this way. Those who do are advised to call at the office in the Labor Temple.

J. E. SHAW,
Business Manager.

L. U. NO. B-1203, PROVIDENCE, R. I.

Editor:

Membership in our local has almost reached the 100 per cent mark, new workers voluntarily joining, leaving a few who seem reluctant to join at the present time, but I be-

lieve will join in the near future for their own good.

The members have voted thanks to August Martin, our business agent, for his highly commendable work in adjusting differences (and there were plenty) between company and workers, and his unfaltering response to all who approached him with grievances, both important and unimportant.

I personally believe that without "Gus" Martin as our personal representative our differences would be in a conundrum.

Hats off to "Gus" Martin!

Shop stewards appointed at our last monthly meeting are: August Martin, rubber room; Leo Amy, braid shop; Manuel Machado, winding room; Albert Linhares, serving department; Mary Perry, assembly department.

Our November 6 Local Union No. B-1203 ran a mystery ride, held at the Golden Slipper, Smithfield, R. I., with everyone having an enjoyable time. It was attended by 150 members.

Prizes for the ladies were won by Albertina Guimares, Etta Errico and Matilda Santos; for the men, Nicholas Savella, Albert Petassi, Amelia Tribbelle, Frank Mancini.

Members of the ticket committee were: John Cooney, Thomas D'Errico, Joseph Phillips, George LaValley and Leo Amy.

POPKIN KREKORIAN,
Press Secretary.

L. U. NO. 1215, WASHINGTON, D. C.

Editor:

Local Union No. 1215 held its regular monthly meeting on November 4. Brother Laker, who is the national councilor for the third regional A. B. T. unit of I. B. E. W., and Brother Wimberly, of the International Office, gave an interesting and informative account of the proceedings of the I. B. E. W. convention held in St. Louis.

The coverage of remote shows by the W. J. S. V. engineering department has been keeping the Brothers quite busy during the month of November. Dick Whitman made another trip to Hyde Park with the President and attended another convention of the national advertisers, held at White Sulphur Springs, Va. Granville Klink and Carl Lindberg made the pickup at the White House when the President addressed the nation concerning labor. Robert Pilcher and Granville Klink engineered the Armistice Day program held at Arlington Cemetery. Ed Laker and Walt Brester engineered the pickup from the Glenn L. Martin bomber plant in Baltimore and had the pleasure of seeing some of the bombers for the United States and Great Britain under construction. Ted Morris and Walt Brester went to an unknown place on the Atlantic coast to make a pickup of "Voxpop" aboard the U. S. S. Hornet. Dick Whitman went to South Carolina to assist the Brothers at WBT on the "Spirit of '41." Walt Brester took a trip to Baltimore for a remote from the Jewish Conference and a speech by Sumner Wells.

Harold Forry went to Indiana on his annual hunting trip. Howard Stephen spent a two-week vacation at his old home in Cincinnati. Yes, this ends the vacations of all the engineers until 1942.

RALPH SHULTZ,
Assistant Press Secretary.

L. U. NO. B-1255, W. NYACK, N. Y.

(Continued from last month)

Editor:

When the company has a grievance or a complaint to make against the union or its members, they must make it in writing and present it to the officers of our local. This they have done in only one instance

and then about a week after the grievance, about having a man fired, and our local president, Herbert Drake, had to ask for it. Both parties are conducting themselves too slipshod.

The attendance at meetings has been rotten. A fine is to be imposed, see your bulletin boards. One night a month you can give to better your working conditions. Your union gave you an \$8 increase in pay per month. Isn't it worth \$8 to attend a three-hour meeting? That's a rate of \$2.66 an hour. Most of you had to work 16 hours to make that eight bucks before the union got in. Think it over! The union contract is the greatest document of a free people since the Declaration of Independence.

We have a union, Brothers, that can be made into the strongest B-local in the United States. We have a product that is an absolute necessity to the electrical trade, our fibre conduit.

My old friend, Brother Charles H. Prindle (Press Secretary L. U. No. 363—how ya Charlie), told me the other evening that his local and other locals of the I. B. E. W. installed thousands upon thousands of our Orangeburg fibre conduit at the New York World's Fair alone.

Since 1893 (48 years ago) the product we are now making, Orangeburg fibre conduit, has been a standard of quality in underground construction. It is a material of unique merit, which we were first to pioneer, for the difficult conditions encountered in underground construction all over this world. This fibre conduit we are making has through 48 years of service to the electrical trade maintained leadership by constant research for improvement.

Installations of our product made 30 years ago are common. Even installations made 40 years ago are still giving perfect service and providing clear, usable raceways for the industries of the world. It has stood the supreme test—the test of time.

Chemically inert pitch, felted fibre reinforced, makes our pipe—the tube eternal, no wear, no upkeep, no worry. It affords 100 per cent cable facilities and protection from all the different physical and chemical conditions encountered in underground construction the world over. It is smooth of bore, of frictional and abrasive minima and positively chemically inert.

When lead cable abrades or tears, it results in heavy maintenance cost, interrupts service and necessitates expensive rebuilding of ducts. When Orangeburg conduit is used, these difficulties become but a myth. It just doesn't happen, that's all.

Dielectric strength of this conduit you fellows make, is very high. Electrolytic action is impossible. High maintenance expense or replacement expense because of cable corrosion, whether alkaline contact, which develops through the years, or other corrosive agencies, does not exist when our fibre conduit is used. I may add, that laboratory tests are thus confirmed in fact.

Whether this conduit is buried in the corrosive backfill of the seaside, tidewater locations; installed in cinder fill; or on the hottest deserts, or within the bitter cold of the Arctic Circle, it has met economically and completely the most difficult conditions conceivable. Termites or vegetable growths, tree roots, etc., will not enter or affect Orangeburg conduit.

I have tried to point out to you Brothers, just how important the product you are engaged in producing really is. I believe, that there is little doubt, now, in your minds of how strong your union has a right to become. It has a place in the electrical world. Not only for the benefit of yourselves, but,

(Continued on page 673)



IN MEMORIAM



O. V. Kessner, L. U. No. B-474

Initiated May 6, 1938

With a sincere feeling of sorrow and regret, we, the members of L. U. No. B-474, record the death, November 4, 1941, of our departed friend and Brother, O. V. Kessner.

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory.

C. E. MILLER,
J. LEE JONES,
J. L. SUTCLIFFE,
J. V. KNIGHT,

Committee

Memphis, Tenn.

G. J. Lorsheter, L. U. No. 50

Reinitiated February 14, 1934

It is with a sincere feeling of sorrow that we, the members of L. U. No. 50, record the passing of our late Brother G. J. Lorsheter; therefore be it

Resolved, That we drape our charter for 30 days in tribute to his memory and extend our sympathy to his family; and be it further

Resolved, That a copy of these resolutions be spread on our minutes and a copy be sent to the official Journal for publication.

JOHN E. McGRIN,
A. J. GORMAN,
A. L. WARR,

Committee

Oakland, Calif.

P. E. Galligher, L. U. No. 50

Initiated May 23, 1923

It is with a sincere feeling of sorrow that we, the members of L. U. No. 50, record the passing of our late Brother, P. E. Galligher; therefore be it

Resolved, That we drape our charter for 30 days in tribute to his memory and extend our sympathy to his family; and be it further

Resolved, That a copy of these resolutions be spread on our minutes and a copy be sent to the official Journal for publication.

JOHN E. McGRIN,
A. J. GORMAN,
A. L. WARR,

Committee

Oakland, Calif.

L. E. Smith, L. U. No. 50

Reinitiated February 26, 1941

It is with a sincere feeling of sorrow that we, the members of L. U. No. 50, record the passing of our late Brother, L. E. Smith; therefore be it

Resolved, That we drape our charter for 30 days in tribute to his memory and extend our sympathy to his family; and be it further

Resolved, That a copy of these resolutions be spread on our minutes and a copy be sent to the official Journal for publication.

JOHN E. McGRIN,
A. J. GORMAN,
A. L. WARR,

Committee

Oakland, Calif.

Arthur Boond, L. U. No. 213

Initiated July 27, 1925

It is with a deep feeling of sorrow and regret that we are called upon to pay the last respects to our departed Brother, Arthur Boond; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes of L. U. No. 213, and a copy be sent to our official Journal for publication.

WILLIAM NICHOLSON,
WILLIAM FRASER,
W. C. DALEY,

Committee

Vancouver, B. C.

Orville Comp, L. U. No. B-702

Initiated July 14, 1937

We, the members of L. U. No. B-702, with a sincere feeling of sorrow and regret, record the passing of Brother Orville Comp; therefore be it

Resolved, That the members of L. U. No. B-702 pay tribute to his memory by expressing to his wife our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That the members stand in silence for a period of one minute as a mark of respect to him; and be it further

Resolved, That a copy of these resolutions be sent to his wife, a copy be sent to the official Journal for publication, and a copy be spread upon the minutes of L. U. No. B-702.

HARRY McCLAIN,
HAYDEN BRASEL,
GLYNN McELHINEY,

Committee

Galesburg, Ill.

Joseph Nautau, L. U. No. 911

Reinitiated November 18, 1935

It is with sincere feeling of sadness and regret that we, the members of L. U. No. 911, record the passing of our true and loyal Brother, Joseph Nautau, who was called from us on September 26, 1941; and

Whereas it is our desire to express our grief to his family and friends and to extend to them our sympathy and understanding; therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting; a copy be sent to the family as a testimonial of our deep sympathy, and a copy be sent to our Journal for publication; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days as a tribute to his memory.

Officers and members, L. U. No. 911.

JAMES A. CHERRY,
J. FURNADIZ,

Committee

Windsor, Ont.

Earl "Erkie" Hale, L. U. No. B-1000

Initiated October 23, 1937

It is with sincere feeling of sadness and regret that we, members of L. U. No. B-1000, record the untimely passing of our true and loyal Brother, Earl "Erkie" Hale, who was called from us on September 23, 1941.

Whereas it is our desire to express our grief to his family and friends and to extend to them our sympathy and understanding; therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to the family and a copy be sent to our Journal for publication; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days as a tribute to his memory.

CLAUDE COX,
KENNY REED,
MAX HARRELD,
CLEVERT L. JOY,
JEROME HILL,

Committee

Marion, Ind.

Harry E. Hennessey, L. U. No. 124

Initiated February 21, 1922

Whereas Almighty God, in His infinite wisdom, has for reasons known best to His inscrutable providence, called to Himself our esteemed and beloved Brother Harry E. Hennessey, and

Whereas, the members of L. U. No. B-124, bowed in grief, deeply mourn his passing; therefore be it

Resolved, That we pay tribute to his memory by expressing our sympathy to his family; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of this resolution be sent to the bereaved family and to our Journal for publication.

A. F. HARVEY,
GEORGE O'LAUGHIN,
DON A. MURPHY,

Committee

Kansas City, Mo.

Edward M. DeMars, L. U. No. 623

Reinitiated September 28, 1936

It is with deepest sorrow and regret that we, members of L. U. No. 623, pay our last respects to the memory of our late Brother Edward M. DeMars, whom God, in His infinite mercy and wisdom, has called from our midst.

We extend to the family our heartfelt sympathy in their loss which we share with them.

We shall drape our charter for a period of 30 days in memory of Edward M. DeMars, and a copy of these resolutions shall be placed in the minutes of our meetings, a copy sent to the family and one to our Journal for official publication.

JAMES E. GLESSON,
J. E. HARRINGTON,
T. J. RYAN,

Committee

Butte, Mont.

Gilbert Romb, L. U. No. B-713

Initiated March 11, 1939

It is with sorrow and regret that we, the members of L. U. No. B-713, record the untimely death of Brother Gilbert Romb; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and relatives our heartfelt sympathy; and be it further

Resolved, That a copy of these resolutions be sent to our official Journal for publication and a copy be spread upon the minutes of our local union.

PAUL GROSSE,
ALEX BLOCH,
ANTHONY PUSATERI,

Committee

Chicago, Ill.

George Connelly, L. U. No. 764

Initiated December 12, 1940

It is with the deepest sorrow and regret that we, the members of L. U. No. 764, record the passing of our friend and Brother, George Connelly; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes and a copy sent to the Electrical Workers Journal for publication; and be it further

Resolved, That in respect to his memory our charter be draped for a period of 30 days and that the members shall stand in silent meditation for one minute as a mark of due respect,

WILLIAM H. SHEA,
Recording Secretary

Keene, N. H.

Shirley E. Spake, L. U. No. 124

Initiated September 23, 1930

We, the members of L. U. No. 124, are the losers in the passing on of Brother Shirley E. Spake, who was called to the Great Beyond on September 23, 1941.

Shirley was a loyal and true member and beloved by all those who knew him.

Therefore, be it resolved
That we tender our sincere sympathy to the family of our beloved Brother in this time of great sorrow, and be it further resolved

That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved family, a copy be sent to our official Journal for publication, and our charter be draped for 30 days.

GEORGE H. BROWN,
AL KARL,
CARL KOECHNER,

Committee

Kansas City, Mo.

Anson Myers, L. U. No. B-702

Initiated August 30, 1934

It is with sorrow and regret that we, the members of L. U. No. B-702, record the passing of our Brother, Anson Myers, who passed away October 22, 1941; therefore be it

Resolved, That we, the members of L. U. No. B-702, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and that a copy of this resolution be sent to his family, a copy be sent to the I. B. E. W. Journal for publication, and a copy be spread on the minutes of our next meeting.

J. RAY KLINE,
W. B. WILLIAMS,
W. R. BOYD,

Committee

West Frankfort, Ill.

Burges C. Jenkins, L. U. No. B-316*Initiated December 2, 1939*

We, the members of L. U. No. B-316, with sorrow and regret, record the passing of Brother B. C. Jenkins, who died October 30, 1941; therefore be it

Resolved, That we pay tribute to his memory, by expressing to his wife and relatives our heartfelt sympathy; and be it further

Resolved, That a copy of these resolutions be sent to our official Journal for publication and a copy be spread upon the minutes of our local union.

T. E. MILLER,
B. L. PILKINGTON,
W. J. GAMMONS,

Nashville, Tenn.

Committee

Victor L. Stauffer, L. U. No. 213*Initiated July 20, 1925*

It is with deepest sorrow and regret that we, the members of L. U. No. 213, pay our last respects to the memory of our late Brother, Victor Stauffer; therefore be it

Resolved, That we extend to the family our heartfelt sympathy in this their loss, which to a large extent we share with them; and be it further

Resolved, That we drape our charter for a period of 30 days in memory of Brother Stauffer, that a copy of these resolutions be written in the minutes of our meeting, a copy sent to his family and one to our Journal for publication.

GEORGE ANDERSON,
STEVE YOUNG,
R. C. NELLESS,

Vancouver, B. C.

Committee

J. R. Shangraw, L. U. No. 202*Initiated September 25, 1906, in L. U. 104*

It is with deep sorrow and regret that we, the members of L. U. No. 202, record the passing of our Brother, J. R. Shangraw; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to his bereaved family, and that a copy be sent to the official Journal of the Brotherhood for publication.

R. J. OSBORNE,
J. L. MACDONALD,
G. L. PICKLE,

San Francisco, Calif.

Committee

Hugh W. Simpson, L. U. No. 1033*Initiated October 1, 1941*

The sudden and untimely death of our Brother, Hugh Simpson, has cast a shadow over all the members of our local union. We extend to his wife and family our heartfelt sympathy in their loss, which to a large extent we share with them.

We shall drape our charter for a period of 30 days, and observe a silence of one minute, in memory of Brother Hugh Simpson, and a copy of this resolution shall be written into the minutes of our meeting, one sent to his family, and one to our Journal for publication.

H. CAREY,
E. STRONG,
S. A. EMERSON,

Calgary, Alberta.

Committee

Ernest L. Cunningham, L. U. No. 339*Initiated April 25, 1927*

Once again death has struck hard at L. U. No. 339 in the death of one of our leaders; thus it is with sorrow in our hearts that we report the death of our friend and Brother, Ernest L. Cunningham.

In paying tribute to our late Brother, may we say that there are some things to which the human mind can find no answer. One of them is the way of life. All we know is that man must meet each day as it comes. With heads unbowed, we must take life as God wills it, with its smiles, its trials and sorrows. Thus it was with our late Brother. He had the courage and the tenacity that it takes right to the end; therefore be it

Resolved, That a letter expressing our heartfelt sympathy be sent to his family, and that we observe one minute's silence to his memory at our next regular meeting; and be it further

Resolved, That a memorial notice be sent to our Journal for publication, and that our charter be draped for a period of 30 days.

"May he rest in peace."

G. HOLT,
R. BURNS,
W. WRIGHT,

Fort William, Ont.

Committee

Andrew J. (Mike) Stapleton, L. U. No. 704*Initiated April 4, 1916*

It is with deep sorrow and regret that we, the members of L. U. No. 704, mourn the death of our friend and Brother, Andrew J. (Mike) Stapleton; therefore be it

Resolved, That a copy of these resolutions be sent to his mother and his bereaved family, expressing our deepest sympathy and regrets; and be it further

Resolved, That a copy of these resolutions be sent the International Office for publication in the official Journal, and a copy be spread on the minutes of our regular meeting, and that our charter be draped for a period of 30 days, in memory of our late Brother.

PAUL W. KOEPLER,

Dubuque, Iowa.

Recording Secretary

Fred F. Dunne, L. U. No. 202*Initiated August 4, 1925, in L. U. No. 151*

It is with deep sorrow and regret that we, the members of L. U. No. 202, record the passing of our Brother, Fred F. Dunne; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to his bereaved family, and that a copy be sent to the official Journal of the Brotherhood for publication.

R. J. OSBORNE,
J. L. MACDONALD,
G. L. PICKLE,

San Francisco, Calif.

Committee

C. O. Jordan, L. U. No. 858*Initiated August 3, 1927*

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our midst our esteemed and worthy Brother, C. O. Jordan, who has passed on to his greater reward; and

Whereas L. U. No. 858 has suffered the loss of a true and worthy Brother; be it therefore

Resolved, That L. U. No. 858 expresses its deepest sympathy and condolence to his wife and relatives of our late Brother; be it also

Resolved, That a copy of these resolutions be sent to the family; a copy sent to the International Office for publication, and a copy be inserted in the official minutes of L. U. No. 858; and be it further

Resolved, That the charter of L. U. No. 858 be draped for a period of 30 days in respect to our late Brother, C. O. Jordan.

ALBERT BURNS,
W. L. JUDD,
L. B. LEECE,

Somerset, Ky.

Committee

Woodrow W. Hamner, L. U. No. 558*Initiated December 6, 1940*

In the sudden death of Brother Woodrow W. Hamner, L. U. No. 558 deeply mourns the loss of a loyal and faithful member.

Whereas it is our desire to express our grief to the loved ones left behind, and extend to them our sympathy and understanding; therefore be it

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be placed upon the minutes, and a copy be sent to the International Office for publication in our official Journal; and be it further

Resolved, That a copy be sent to our late Brother's family as a testimonial of our sympathy.

GEORGE E. JACKSON,

Secretary-Business Manager

Sheffield, Ala.

Bernhardt Lounsberry, L. U. No. B-1083*Initiated June 24, 1937*

It is with deepest sorrow and regret that we, the members of L. U. No. B-1083, record the passing of our friend, loyal Brother and charter member, Bernhardt Lounsberry, on November 10, 1941; therefore be it

Resolved, That we express our sympathy to the family of our late Brother, who mourn his loss; and be it further

Resolved, That L. U. No. B-1083 stand in silence for a period of one minute in his honor, and that a copy of these resolutions be sent to the family of our deceased Brother; a copy to the Electrical Workers Journal, and a copy be made a part of the minutes of our local union; and be it further

Resolved, That our charter be draped for a period of 30 days.

GEORGE SMITH,
JACK GOUGH,

Matawan, N. J.

Committee

J. A. Prucha, L. U. No. 177*Initiated June 1, 1922, in L. U. No. B-3*

We, the members of L. U. No. 177, with sincere feeling of sorrow and regret, record the passing of Brother J. A. Prucha; therefore be it

Resolved, That we express our sympathy to the family who mourn his loss; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of this meeting; that a copy be sent to the official Journal and to the Jacksonville Labor Journal for publication, and a copy sent to his bereaved family and his home local union, L. U. No. 3; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days in memory of our departed Brother, who died November 16, 1941.

G. S. APPLING,
WILBUR EDWARDS,
FRED ECHERD,

Jacksonville, Fla.

Committee

Norman Mowery, L. U. No. 686*Initiated July 12, 1919*

Whereas it is with deep feeling of sorrow and regret that we, the members of L. U. No. 686 record the passing on October 27, 1941, of our worthy Brother, Norman Mowery; and

Whereas we wish to extend to the bereaved family of our departed Brother our heartfelt sympathy and condolence in their time of sorrow; therefore be it

Resolved, That a copy of this resolution be spread on the minutes of our local and a copy be sent to the Electrical Workers Journal for publication.

WILLIAM ROBERTSON,
CARL SMITH,

Hazleton, Pa.

Committee

Milton B. Harvey, L. U. No. B-125*Reinitiated October 22, 1937*

L. U. No. B-125 records the loss of another member in the passing onward of Brother M. B. Harvey, and we pause in memory of him who was one of us.

Our hearts go out in deepest sympathy to the loved ones left behind, whose grief in a great measure we share.

The charter of L. U. No. B-125 shall be draped for 30 days in respect to our departed Brother, and a copy of this tribute to his memory shall be spread upon the minutes of our meeting. Copies also shall be sent to his bereaved family and to our Journal for publication.

RAY C. BLACKMAR,
BENSON M. RUREY,
GEORGE LEHL,

Portland, Oreg.

Committee

Adopted by L. U. No. B-125 in meeting assembled November 14, 1941.

Walter Ritzow, L. U. No. 494*Initiated May 25, 1937*

With a sincere feeling of sorrow and regret we, the members of L. U. No. 494, record the death of our departed Brother, Walter Ritzow; therefore be it

Resolved, That we express our sympathy to his relatives; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our regular meeting and a copy be sent to the official Journal for publication.

GEORGE KAISER,
GEORGE SPATH,
JOHN BERST,
EMIL BROETLER,
ARDEN FENSEL,
ARTHUR C. SCHROEDER,

Milwaukee, Wis.

Committee

Harry Wilson, L. U. No. 353*Initiated August 7, 1919*

It is with deep sorrow and regret that we, the members of L. U. No. 353, mourn the loss and passing of our Brother, Harry Wilson. In his passing the Brotherhood has lost a true and loyal member who was a credit to our organization; therefore be it

Resolved, That this local union express appreciation for the service given to our cause by our late Brother; and be it further

Resolved, That this local union extend to the family of our late Brother the heartfelt sympathy which we feel; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother; a copy be placed on the minutes of our local union, and a copy be submitted to our Journal for publication.

CECIL M. SHAW,
Financial Secretary

Toronto, Ont.

Thomas Cowley, L. U. No. 202*Initiated April 2, 1902, in L. U. No. 151*

It is with deep sorrow and regret that we, the members of L. U. No. 202, record the passing of our Brother, Thomas Cowley; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting; that a copy be sent to his bereaved family, and that a copy be sent to the official Journal of the Brotherhood for publication.

R. J. OSBORNE,
J. L. MACDONALD,
G. L. PICKLE,

San Francisco, Calif. Committee

Walter Morehead, L. U. No. 604*Initiated January 11, 1935*

We, the members of L. U. No. 604, with a feeling of profound sorrow and regret, record the passing of our Brother, Walter Morehead, who was taken so suddenly while performing his duty, November 9, 1941.

Resolved, That the meeting stand in silent meditation for one minute in respect of his memory; and be it further

Resolved, That the charter be draped for 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes and a copy be sent to our official Journal for publication.

H. E. HAAG,

Recording Secretary

Hoboken, N. J.

Howard W. Thompson, L. U. No. 333*Initiated April 1, 1927*

It is with deepest sorrow and regret that we, the members of L. U. No. 333, record the death of our esteemed and worthy Brother, Howard W. Thompson; therefore be it

Resolved, That we, the members of L. U. No. 333, pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting; a copy be sent to his bereaved family; a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

ARTHUR B. NASON,
PHILIP T. PLACE,
JOHN P. DIMMER,

Portland, Maine. Committee

E. Touchette, L. U. No. 568*Initiated May 2, 1930*

It is with deepest sorrow and regret that we, the members of L. U. No. 568, record the death of our esteemed and worthy Brother, E. Touchette; therefore be it

Resolved, That we, the members of L. U. No. 568, pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That the members stand in silence for a period of one minute as a mark of respect to him; and be it further

Resolved, That a copy of these resolutions be sent to his family, and a copy be sent to the Electrical Workers Journal for publication, and a copy be spread upon the minutes of L. U. No. 568.

A. S. MACFARLANE,

Montreal, Que. Secretary

Lee Edgar, L. U. No. 1141*Initiated January 24, 1941*

In that Almighty God, with His infinite wisdom, has deemed it necessary to remove from our midst our Brother, Lee Edgar, it is with sincere sorrow and regret that we of L. U. No. 1141 record his passing.

In remembrance of him, we express our heartfelt sympathy to the members of his family; and be it

Resolved, That the members stand silent for one minute at their next regular meeting as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the members of his family and a copy be spread on the minutes of our local union.

M. W. McCARTY,
W. W. CASSELBERRY,
HAROLD WAKEFIELD,

Oklahoma City, Okla. Committee

Ray Weigel, L. U. No. B-304*Initiated July 18, 1938*

With a sincere feeling of sorrow and regret, we, the members of L. U. No. B-304, record the death on October 29, 1941, of our departed friend and Brother, Ray Weigel; therefore be it

Resolved, That we tender our sincere sympathy to the family of our Brother in this time of their great sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to the bereaved family, a copy sent to our official Journal for publication, and that our charter be draped for a period of 30 days in his memory.

ALVIN C. HARRISON,

Topeka, Kans. Recording Secretary

Harold E. Goult, L. U. No. 213*Initiated March 20, 1913*

We, the members of L. U. No. 213, with a sincere feeling of sorrow, record the passing through the Valley of the Shadow of Death of our Brother, Harold E. Goult.

Resolved, That we express our sympathy to his wife and family, who mourn his loss; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our meeting, and a copy be sent to our Journal for publication, and that we drape our charter for a period of 30 days.

M. SAUDER,
V. SHUTTLEWORTH,
A. L. BOGART,

Vancouver, B. C. Committee

DEATH CLAIMS PAID FROM NOVEMBER 1 TO NOVEMBER 30, 1941

L. U.	Name	Amount
I. O.	Forrest Elkins	\$650.00
1	Robert W. Steinke	1,000.00
83	R. O. Younce	1,000.00
65	R. Holt	1,000.00
77	K. S. Corey	650.00
724	P. T. Sheeran	1,000.00
202	Thomas Cowley	1,000.00
202	F. F. Dunne	1,000.00
316	B. C. Jenkins	300.00
134	J. J. Sullivan	1,000.00
3	R. E. Edwards	1,000.00
18	M. S. Lane	475.00
858	C. O. Jordon	1,000.00
I. O.	James Norris	1,000.00
18	Percy Fox	1,000.00
I. O.	Alex McLean	1,000.00
I. O.	C. V. Wineblad	1,000.00
3	Frank McQuillan	1,000.00
134	Arthur LeClaire	1,000.00
3	Kurt Gruhn	1,000.00
1024	J. C. McGonnell	333.34
134	C. Spike	1,000.00
822	J. B. Fowler	1,000.00
292	William J. Cropper	825.00
3	Andrew Wilki	825.00
292	R. L. Lee	1,000.00
I. O.	R. M. Green	1,000.00
798	Daniel A. Cair	1,000.00
595	E. B. Greenwood	825.00
83	J. G. Slatte	1,000.00
103	George F. Fay	1,000.00
66	R. G. Morris	1,000.00
I. O.	Dennis A. Manson	1,000.00
304	Raymond E. Weigel	300.00
I. O.	Frank P. Lynn	1,000.00
604	Walter Morehead	1,000.00
9	Edward N. Bell	825.00
9	John Mishke	1,000.00
I. O.	Matt B. Smith	1,000.00
353	Harry Wilson	1,000.00
213	E. L. Cunningham	1,000.00
400	Edward Hayes	150.00
9	William Walsh	150.00
676	B. H. Wehner	150.00
		\$37,458.34

EXTREMISTS MOVE THROUGH WELDERS FOR CONTROL

(Continued from page 638)

the introduction of such processes. What is meant is the customary distribution of types of work or specific jobs at the time of and immediately before the introduction of these new processes. There were well-established trade or craft customs which generally controlled the distribution of work prior to these processes; and these customs, fairly followed, will ensure a generally equitable distribution of work along craft lines under the use of this new tool, if craft lines can be maintained at all.

MACHINISTS

Cutting and building up metals with the electric and oxy-acetylene process is conceded to the machinists, together with the free use of the oxy-acetylene torch as a tool in the prosecution of all work generally admitted to belong to them. Again referring to specific jobs by way of illustration, the following list, essentially as submitted to your board, is awarded to the machinists, provided that in no case shall it conflict with the accepted rule that work is to go to the craft which performed such work before the introduction of the electric and oxy-acetylene processes.

Repairing steam chests, covers, etc., etc.

CARMEN AND BLACKSMITHS

In the matter of the issue between the carmen and the blacksmiths as presented to your board, the only proposition submitted related to welding trunk sides, welding bolsters, welding couplers, cast steel, welding transoms and coach frames. On these issues, defining welding to mean the uniting of two separate ends of metal, the board reiterates its decision that welding is the province of the blacksmith.

Respectfully submitted,

ETHELBERT STEWART, Chairman,
JOHN A. MOFFITT, Member,
CHARLES BENDHEIM, Member.

WOMAN'S WORK

(Continued from page 646)

The intermingling of members of the Brotherhood from many cities, working together, should have a very fine and lasting effect on the morale of this organization if the strangers are made welcome in the spirit of the St. Louis Travelers' Club. That's why I am giving you what may seem like a tiresome sermon. Friendliness builds morale, and morale is important to an organization and to a nation.

WOMEN'S AUXILIARY

(Continued from page 647)

donated \$50 to our treasury. This was a very pleasant surprise and we certainly appreciate it.

Our meeting nights were set for the first Wednesday night and second Friday night of each month. After the meeting we served the men hot coffee and cookies.

MRS. E. S. REYNOLDS,

809 W. Twelfth St. Secretary.

Cooperating Manufacturers

Gratifying response to idea of unity and cooperation in the electrical industry is revealed. New manufacturers are being added to the list.

The following are new:

CIRCLE F. MFG. CO., 720 Monmouth St., Trenton, N. J.
CLAUDE E. CANNING, 1809 Webster Ave., Chicago, Ill.

METALCRAFT, INC., 1009 South 8th St., St. Joseph, Mo.

SCHWARZE ELECTRIC CO., Adrian, Mich.

TRENTON PLASTIC & METALS CO., 10 Prince St., Trenton, N. J.

THE COMPLETE LIST IS AS FOLLOWS:

Conduit and Fittings

ARROW CONDUIT & FITTINGS CORP., 790 Wythe Ave., Brooklyn, N. Y.
BRIDGEPORT SWITCH CO., Bridgeport, Conn.
COHOES ROLLING MILL CO., Cohoes, N. Y.
CONDUIT FITTINGS CORP., 6400 W. 66th St., Chicago, Ill.
ENAMELED METALS CO., Etna, Pa.
GARLAND MFG. CO., 3003 Grant Bldg., Pittsburgh, Pa.
HOPE ELECTRICAL PRODUCTS CO., 353 Boyden Ave., Maplewood, N. J.
NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.
NATIONAL ENAMELING & MFG. CO., Etna, Pa.
SIMPLET ELECTRIC CO., 123 N. Sangamon St., Chicago, Ill.
STEEL CITY ELECTRIC CO., Pittsburgh, Pa.
STEELDUCT CO., Youngstown, Ohio.
THOMAS & BETTS CO., 36 Butler St., Elizabeth, N. J.
WIESMANN FITTING CO., Ambridge, Pa.
WIREMOLD COMPANY, Hartford, Conn.

Switchboards, Panel Boards and Enclosed Switches

ADAM ELECTRIC CO., FRANK, St. Louis, Mo.
AMERICAN ELECTRIC SWITCH CORP., Minerva, Ohio.
AUTOMATIC SWITCH CO., 41 E. 11th St., New York City.
BRENK ELECTRIC CO., 549 Fulton St., Chicago, Ill.
BULLDOG ELECTRIC PRODUCTS CO., 7610 Joseph Campau Ave., Detroit, Mich.
CHICAGO SWITCHBOARD MFG. CO., 426 S. Clinton St., Chicago, Ill.
CLEVELAND SWITCHBOARD COMPANY, Cleveland, Ohio.
COLE ELECTRIC PRODUCTS CO., 4300 Crescent St., Long Island City, N. Y.
COMMERCIAL CONTROL & DEVICE CORP., 45 Roebling St., Brooklyn, N. Y.
CREGIER ELECTRIC MFG. CO., 609 W. Lake St., Chicago, Ill.
ELECTRIC SERVICE CONTROL, INC., "ESCO", Newark, N. J.
ELECTRIC STEEL BOX & MFG. CO., 500 S. Throop St., Chicago, Ill.
EMPIRE SWITCHBOARD CO., 810 4th Ave., Brooklyn, N. Y.
ERICKSON REUBEN A., 3645 Elston Ave., Chicago, Ill.
FEDERAL ELECTRIC PRODUCTS CO., 50 Paris St., Newark, N. J.
FRIEDMAN CO., I. T., 53 Mercer St., New York City.
GERTHOLD ELECTRIC CO., GUS, 17 N. Des Plaines St., Chicago, Ill.
GILLESPIE EQUIPMENT CORP., 27-01 Bridge Plaza North, Long Island City, N. Y.
HUB ELECTRIC CORP., 2219-29 West Grand Ave., Chicago, Ill.
LAGANKE ELECTRIC COMPANY, Cleveland, Ohio.
LEONARD ELECTRIC COMPANY, Cleveland, Ohio.
LEXINGTON ELECTRIC PRODUCTS CO., 17 E. 40th St., New York City.
MAJOR EQUIPMENT CO., 4603 Fullerton Ave., Chicago, Ill.
MANYPENNY, J. P., Philadelphia, Pa.
MARQUETTE ELECTRIC CO., 371 N. Des Plaines St., Chicago, Ill.
METROPOLITAN ELECTRIC MFG. CO., 22-48 Steinway St., Astoria, L. I., N. Y.
PENN ELECTRICAL COMPANY, Irwin, Pa.
PENN ELECTRIC SWITCH CO., Goshen, Ind.

PENN PANEL AND BOX CO., Philadelphia, Pa.
PETERSON & CO., C. J., 725 W. Fulton St., Chicago, Ill.
POWERLITE COMPANY, 4145-51 East 79th St., Cleveland, Ohio.
PRINGLE ELECTRICAL MFG. CO., THE, 1906-12 N. 6th St., Philadelphia, Pa.
ROYAL SWITCHBOARD CO., 460 Driggs Ave., Brooklyn, N. Y.
STANDARD SWITCHBOARD CO., 134 Noll St., Brooklyn, N. Y.
SWITCHBOARD APPARATUS CO., 2305 W. Erie St., Chicago, Ill.
WADSWORTH ELECTRIC MFG. CO., INC., Covington, Ky.
WURDACK ELECTRIC MFG. CO., WILLIAM, St. Louis, Mo.

Electric Signal Apparatus, Telephones and Telephone Supplies

ACME FIRE ALARM CO., 36 West 15th St., New York City.
AUTH ELECTRICAL SPECIALTY CO., INC., 422 East 53rd St., New York City.
AUTOMATIC ELECTRIC CO., 1001 W. Van Buren St., Chicago, Ill.
LOEFFLER, INC., L. J., 351-3 West 41st St., New York City.
MILLION RADIO AND TELEVISION LABORATORIES, 685 West Ohio St., Chicago, Ill.
SCHWARZE ELECTRIC CO., Adrian, Mich.
STANLEY & PATTERSON, INC., 150 Varick St., New York City.

Outlet Boxes

ARROW CONDUIT & FITTINGS CORP., 790 Wythe Ave., Brooklyn, N. Y.
BELMONT METAL PRODUCTS CO., Philadelphia, Pa.
ELECTRICAL REQUIREMENTS CO., 2210 N. 28th St., Philadelphia, Pa.
HOPE ELECTRICAL PRODUCTS CO., 353 Boyden Ave., Maplewood, N. J.
JEFFERSON ELECTRIC CO., Bellwood, Ill.
KNIGHT ELECTRICAL PRODUCTS CO., 1357-61 Atlantic Ave., Brooklyn, N. Y.
NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.
PENN PANEL AND BOX CO., Philadelphia, Pa.
STANDARD ELECTRIC SUPPLY CO., 223 N. 13th St., Philadelphia, Pa.
STEEL CITY ELECTRIC CO., Pittsburgh, Pa.
UNION INSULATING CO., Parkersburg, W. Va.

Wire, Cable and Conduit

ACORN INSULATED WIRE CO., 225 King St., Brooklyn, N. Y.
AMERICAN METAL MOULDING CO., 146 Coit St., Irvington, N. J.
ANACONDA WIRE & CABLE CO., Hastings-on-the-Hudson, N. Y.
ANACONDA WIRE & CABLE CO., Marion, Ind.
ANACONDA WIRE & CABLE CO., Pawtucket, R. I.
CIRCLE WIRE & CABLE CORP., 5500 Maspeth Ave., Maspeth, L. I., N. Y.
COLLYER INSULATED WIRE CO., Pawtucket and Central Falls, R. I.
COLUMBIA CABLE & ELECTRIC CO., 45-45 30th Place, Long Island City, N. Y.
CRESCENT INSULATED WIRE & CABLE CO., Trenton, N. J.

EASTERN INSULATED WIRE & CABLE CO., Conshohocken, Pa.
EASTERN TUBE & TOOL CO., 594 Johnson Ave., Brooklyn, N. Y.
GENERAL CABLE CORPORATION, Bayonne, N. J.
GENERAL CABLE CORPORATION, Pawtucket, R. I.
GENERAL CABLE CORPORATION, Perth Amboy, N. J.
HABIRSHAW CABLE & WIRE CO., Yonkers, N. Y.
HATFIELD WIRE AND CABLE CO., Hillside, N. J.
HAZARD INSULATED WIRE WORKS, DIVISION OF THE OKONITE COMPANY, Wilkes-Barre, Pa.
MISSOURI ART METAL COMPANY, 1408 N. Broadway, St. Louis, Mo.
NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.
PARANITE WIRE & CABLE CORPORATION, Jonesboro, Ind.
PROVIDENCE INSULATED WIRE CO., INC., 58 Waldo St., Providence, R. I.
WALKER BROTHERS, Conshohocken, Pa.

Lighting Fixtures and Lighting Equipment

ACME LAMP & FIXTURE WORKS, INC., 497 E. Houston St., New York City.
AINSWORTH, GEORGE, 239 E. 44th St., New York City.
ALLIED CRAFTS CO., Philadelphia, Pa.
AMERICAN FLUORESCENT EQUIPMENT CO., INC., 919 N. 12th St., St. Louis, Mo.
AMERICAN LIGHTING CORPORATION, 2080 E. Castor Ave., Philadelphia, Pa.
AMERICAN LIGHTING CO., St. Louis, Mo.
A-RAY MANUFACTURING AND SUPPLY CORP., 3107 Pine St., St. Louis, Mo.
ARTCRAFT MFG. CO., INC., Philadelphia, Pa.
ATLASTA FIXTURE CO., St. Louis, Mo.
B. & B. NEON DISPLAY CO., 372 Broome St., New York City.
BALDINGER & SONS, INC., LOUIS, 59 Harrison Ave., Brooklyn, N. Y.
BELL, B. B., 2307 W. 7th St., Los Angeles, Calif.
BELLOVIN LAMP WORKS, 413 West Broadway, New York City.
BELMUTH MFG. CORP., 116 Troutman St., Brooklyn, N. Y.
BELSON MFG. CO., 800 South Ada St., Chicago, Ill.
BENSON MANUFACTURING COMPANY, Kansas City, Mo.
BERANEK-ERWIN CO., 2705 W. Pico, Los Angeles, Calif.
BLACK & BOYD MFG. CO., INC., 131 Middleton St., Brooklyn, N. Y.
BRASSNER LTG. MFG. CO., INC., 138 Mulberry St., New York City.
BRIGHTLIGHT REFLECTOR CO., INC., 1027 Metropolitan Ave., Brooklyn, N. Y.
BUTLER-KOHAUS, INC., 2328 Olive St., St. Louis, Mo.
BUTT-SHORE LTG. FIXTURE CO., INC., 224 Centre St., New York City.
CAESAR MFG. CO., 480 Lexington Ave., New York City.
CALDWELL & CO., INC., EDW. F., 105 Vandewater St., Brooklyn, N. Y.
CASSIDY CO., INC., 36th St. & 43rd Ave., Long Island City, N. Y.
CENTRE LTG. FIX. MFG. CO., 97 E. Houston St., New York City.
CHATHAM METAL SPIN. & STAMP. CO., 134 Mott St., New York City.

CITY METAL SPIN. & STAMP. CO., 257 W. 17th St., New York City.
 CLAUDE BANKS COMPANY, Detroit, Mich.
 CLAUDE E. CANNING, 1809 Webster Ave., Chicago, Ill.
 CLINTON METAL MFG. CO., 49 Elizabeth St., New York City.
 CLOUGH CO., ARTHUR, 509 N. Robertson Blvd., Los Angeles, Calif.
 COKER SCORE CAST, 3872 S. Western Ave., Los Angeles, Calif.
 COLE CO., INC., C. W., 320 E. 12th St., Los Angeles, Calif.
 COLUMBIA LTG. FIX. CO., 102 Wooster St., New York City.
 COMMERCIAL REFLECTOR CO., 3109 Maple Ave., Los Angeles, Calif.
 CORONA ART STUDIOS, 104-24 43rd St., Corona, L. I.
 CORONA CORP., 346 Claremont Ave., Jersey City, N. J.
 CURTIS LIGHTING, INC., 6135 West 65th St., Chicago, Ill.
 DAY-BRITE REFLECTOR CO., 5401 Bulwer, St. Louis, Mo.
 EFCOLITE CORP., 27 Breunig Ave., Trenton, N. J.
 ELLIOTT FIXTURE CO., 6729 Santa Monica Blvd., Los Angeles, Calif.
 ELTEE MFG. CO., 182 Grand St., New York City.
 ENDER MFG. CO., 260 West St., New York City.
 FINVER, IRVING, 204 E. 27th St., New York City.
 FRANKFORD LTG. FIXTURE MFRS., Philadelphia, Pa.
 FRINK CORP.—STERLING BRONZE, 23-10 Bridge Plaza S., Long Island City, N. Y.
 GEZELSCHAP & SONS, Milwaukee, Wis.
 GLOBE LTG. FIX. MFG. CO., 397 7th Ave., Brooklyn, N. Y.
 GOLDBERG, JACK, 55 Chrystie St., New York City.
 GOTHAM LTG. FIX. CO., INC., 26 E. 13th St., New York City.
 GRAND RAPIDS STORE EQUIPMENT CO., 1340 Monroe Ave., N. W., Grand Rapids, Mich.
 GROSS CHANDELIER CO., 2036 Delmar St., St. Louis, Mo.
 GRUBER BROS., 72 Spring St., New York City.
 HALCOLITE CO., INC., 68 34th St., Brooklyn, N. Y.
 HARVEY MANUFACTURING CO., FORD, 1206 Long Beach Blvd., Los Angeles, Calif.
 HOFFMAN DRYER CO., LTD., 214 E. 34th St., New York City.
 HORLBECK METAL CRAFTS, INC., 420 Kerrigan Ave., Union City, N. J.
 HOLLYWOOD FIXTURE CO., 622 N. Western Ave., Los Angeles, Calif.
 HUB ELECTRIC CORP., 2219-29 West Grand Ave., Chicago, Ill.
 HUDSON LTG. FIX. CO., INC., 180 Grand St., New York City.
 HY-LITE CORP., 45 L St., Boston, Mass.
 INDUSTRIAL DAY-LITE CORP., St. Louis, Mo.
 JAEHNIG LIGHTING FIXTURE CO., INC., 221-223 13th Ave., Newark, N. J.
 JOLECO FLUORESCENT FIXTURE CORP., 2313-15 Baldwin St., St. Louis, Mo.
 KENT METAL MFG. CO., 490 Johnson Ave., Brooklyn, N. Y.
 KLEMM REFLECTOR CO., 132 N. 5th St., Philadelphia, Pa.
 KIEGL BROS., 321 W. 50th St., New York City.
 KRAMER ENG. CO., 2315 Washington Ave., St. Louis, Mo.
 KUPFERBERG LTG. FIX. CO., 131 Bowery, New York City.
 LEADER LAMP CO., 79 Crosby St., New York City.
 LEVOLITE CO., INC., 176 Grand St., New York City.
 LIGHT CONTROL CO., 1099 W. 35th St., Los Angeles, Calif.
 LIGHTING STUDIOS, INC., 6 Atlantic St., Newark, N. J.
 LIGHTOLIER CO., 11 E. 36th St., New York City.
 LINCOLN MANUFACTURING CO., 2630 Erskine St., Detroit, Mich.
 LITECONTROL CORP., 104 Hanover St., Boston, Mass.
 LOUMAC MFG. CO., 105 Wooster St., New York City.
 LUMINAIRE CO., THE, 2206 W. 7th St., Los Angeles, Calif.
 MAJESTIC METAL SPIN. & STAMP. CO., 61 Navy St., Brooklyn, N. Y.
 MARINE METAL SPINNING CO., 1950 W. Adams Blvd., Los Angeles, Calif.
 MARTIN-GIBSON LIGHT & TILE CORP., Detroit, Mich.
 McFADDEN LIGHTING CO., 1710 Madison St., St. Louis, Mo.

McLEOD, WARD & CO., INC., Poplar Ave., Little Ferry, N. J.
 MEPHILBEN MFG. CO., INC., 153-16 Jamaica Ave., Jamaica, N. Y.
 MELOLITE CORP., 104-14 S. 4th St., Brooklyn, N. Y.
 METALCRAFT, INC., 1009 South 8th St., St. Joseph, Mo.
 METAL CRAFT STUDIO, 623 Bloomfield Ave., Bloomfield, N. J.
 METALLIC ARTS CO., 80 State St., Cambridge, Mass.
 METROLITE MFG. CO., 655 E. Fordham Rd., Bronx, N. Y.
 MISSOURI ART METAL COMPANY, 1403 N. Broadway, St. Louis, Mo.
 MODERN LIGHTS CO., St. Louis, Mo.
 MOE-BRIDGES, and the ELECTRIC SPRAYIT CO., 1415 Illinois Ave., Sheboygan, Wis.
 MOE BROTHERS MFG. CO., Fort Atkinson, Wis.
 MURLIN MFG. CO., INC., 54th St. and Paschall Ave., Philadelphia, Pa.
 NATIONAL FLUORESCENT CORP., 169 Wooster St., New York City.
 NELSON TOMBACHER CO., INC., 224 Centre St., New York City.
 NU-LITE MFG. CO., St. Louis, Mo.
 OLESEN, OTTO K., 1560 Vine St., Hollywood, Calif.
 ORANGE LIGHTING FIXTURE CO., 69 Hoyt St., Newark, N. J.
 PEERLESS ELEC. MDSE. CO., 138 Bowery, New York City.
 PEERLESS LAMP WORKS, 600 Broadway, Brooklyn, N. Y.
 PERLA, INC., HERMAN, 176 Worth St., New York City.
 PETTINGELL-ANDREWS CO., 378 Stuart St., Boston, Mass.
 PICKWICK METALCRAFT CORP., 489 Broome St., New York City.
 PITTSBURGH REFLECTOR CO., Pittsburgh, Pa.
 PURITAN LTG. FIX. CO., 23 Boerum St., Brooklyn, N. Y.
 QUALITY BENT GLASS CORP., 55 Chrystie St., New York City.
 R & R LTG. PROD., INC., 217 Centre St., New York City.
 RADIANT LAMP CORP., 260-78 Sherman Ave., Newark, N. J.
 RADIANT LTG. FIX. CO., 95 Morton St., New York City.
 RAMBUSCH DECORATING CO., 332 E. 48th St., New York City.
 RICHMAN LIGHTING CO., 96 Prince St., New York City.
 RICHTER METALCRAFT CORP., 129 Grand St., New York City.
 ROMAN ARTS CO., INC., St. Louis, Mo.
 ROYAL FLUORESCENT CO., Trenton, N. J.
 RUBY LAMP MFG. CO., 430 W. 14th St., New York City.
 SCHAFFER CO., MAX., Staggs & Morgan Aves., Brooklyn, N. Y.
 SIGOLOFF BROS. ELEC. FIXTURE CO., St. Louis, Mo.
 SIMES CO., INC., 22 W. 15th St., New York City.
 SMOOT-HOLMAN CO., 320 N. Inglewood Ave., Inglewood, Calif.
 SOLAR LIGHTING FIXTURE CO., 444 N. Western Ave., Los Angeles, Calif.
 SPEAR LTG. FIX. CO., 61 Clymer St., Brooklyn, N. Y.
 SPILLITE, INC., New Brunswick, N. J.
 STAR LTG. FIX. CO., INC., 67 Spring St., New York City.
 STEINMETZ MFG. CO., Philadelphia, Pa.
 STERLART FIXTURE CO., INC., 476 Broome St., New York City.
 STRICKLEY-STEIN-GERARD, 2404 W. 7th St., Los Angeles, Calif.
 SUNLIGHT REFLECTOR CO., INC., 226 Pacific St., Brooklyn, N. Y.
 SUPERIOR FLUORESCENT LTG. CORP., 1148 Utica Ave., Brooklyn, N. Y.
 TEEL LIGHTING FIXTURE & SUPPLY CO., St. Louis, Mo.
 TRIANGLE LIGHTING CO., 248 Chancellor Ave., Newark, N. J.
 VIM LITE, INC., 52 E. 19th St., New York City.
 VOIGHT COMPANY, Philadelphia, Pa.
 WAGNER MFG. CO., CHARLES, 133 Middleton St., Brooklyn, N. Y.
 WAGNER-WOODRUFF CO., 830 S. Olive St., Los Angeles, Calif.
 WAKEFIELD BRASS CO., F. W., Vermillion, Ohio.
 WALTER & SONS, G. E., 32 E. 57th St., New York City.
 WINSTON & CO., INC., CHAS. J., 2 West 47th St., New York City.
 WIREMOLD COMPANY, Hartford, Conn.
 WITTELTITE COMPANY, Closter, N. J.
 WOLFERS, HENRY L., 603 Atlantic Ave., Boston, Mass.

Coin-Operated Machines

BUCKLEY MANUFACTURING COMPANY, 4223 West Lake St., Chicago, Ill.
 BUCKLEY MUSIC SYSTEM, 4223 West Lake St., Chicago, Ill.
 LION MANUFACTURING CORP., "Bally," 2640 Belmont Ave., Chicago, Ill.

Luminous Tube Transformers

FRANCE MFG. COMPANY, Cleveland, Ohio.
 JEFFERSON ELECTRIC CO., Bellwood, Ill.
 NATIONAL TRANSFORMER CORP., 224-232 21st Ave., Paterson, N. J.
 RED ARROW ELECTRIC CORPORATION, 100 Coit St., Irvington, N. J.

Electrical Portable Lamps, Lamp Shades and Electrical Novelties Division

ABBEY ORTNER LAMP CO., 30 W. 26th St., New York City.
 ABBEY, INC., ROBERT, 3 W. 29th St., New York City.
 ABELS WASSERBERG & CO., INC., 23 E. 26th St., New York City.
 ACTIVE LAMP MOUNTING CO., INC., 124 W. 24th St., New York City.
 AETNA LAMP & SHADE CO., INC., 32 W. 21st St., New York City.
 ARROW LAMP MFG. CO., INC., 22 W. 19th St., New York City.
 ART METAL GUILD CO., INC., 999 Metropolitan Ave., Brooklyn, N. Y.
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 ATLAS APPLIANCE CORP., 366 Hamilton Avenue, Brooklyn, N. Y.
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 BEAUX ART LAMPS & NOV. CO., 294 E. 137th St., New York City.
 BECK, A., 27 W. 24th St., New York City.
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 BLUM & CO., MICHAEL, 13 W. 28th St., New York City.
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 COLONIAL SILK LAMP SHADE CORP., 37 E. 21st St., New York City.
 CORONET METAL CRAFTSMAN, 35 E. 21st St., New York City.
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 DANART LAMP SHADES, INC., 6 W. 18th St., New York City.
 DAVART, INC., 16 W. 32nd St., New York City.
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 DELITE MFG. CO., INC., 24 W. 25th St., New York City.
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 EASTERN ART STUDIOS, 11 W. 32nd St., New York City.
 ELCO LAMP & SHADE STUDIOS, 112 W. 18th St., New York City.
 ELITE GLASS CO., INC., 111 W. 22nd St., New York City.
 EXCELSIOR ART STUDIOS, 20 W. 27th St., New York City.
 FRANKART, INC., 200 Lincoln Ave., Bronx, N. Y.
 GOLDBERG, INC., H., 23 E. 26th St., New York City.
 GOODLITE CO., 36 Greene St., New York City.
 GOODY LAMP CO., INC., 40 W. 27th St., New York City.
 GRAHAM SHADES, INC., 36 W. 20th St., New York City.
 GREENLY LAMP & SHADE CO., 12 W. 27th St., New York City.
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 HIRSCH & CO., INC., J. B., 18 W. 20th St., New York City.
 HORN & BROS., INC., MAX, 236 5th Ave., New York City.
 HUNRATH, GERTRUDE, 20 W. 22nd St., New York City.
 HY-ART LAMP & SHADE CO., 16 W. 19th St., New York City.
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 MOHAWK ELECTRIC MFG. COMPANY, 60-62 Howard St., Irvington, N. J.
 NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.
 NEON DEVICE LABORATORIES, New York City.
 PATTERSON MFG. CO., Denison, Ohio.
 PENN-UNION ELECTRIC CORP., 315 State St., Erie, Pa.
 PRESTO RECORDING CORP., 242 West 55th St., New York City.
 ROYAL ELECTRIC CO., Pawtucket, R. I.
 SAMSON UNITED CORP., Rochester, N. Y.
 SUPERIOR NEON PRODUCTS, INC., 127 W. 17th St., New York City.
 TRANSLITE CO., Jersey City, N. J.
 TUBE LIGHT ENGINEERING COMPANY, New York City.
 UNION INSULATING CO., Parkersburg, W. Va.
 WADSWORTH ELECTRIC MFG. CO., INC., Covington, Ky.

MAINTAIN FLUORESCENT

(Continued from page 643)

When a tube flickers, cycles or pumps. When a tube goes on and off, or cycles, the trouble may be in the starting switch. If this cycling is allowed to continue, the tube will be damaged and may be ruined due to the fact that the electronic material on the filament is rapidly driven off by repeated attempts at starting. Or if the tube has already served its life, then the starter switch may soon be damaged. If a new tube is installed, make sure that the starting switch functions properly. It is not uncommon to find both the tube and the starter burned out at the same time.

By far the most common cause of cycling is a lamp that has served its useful life. Every few seconds the starting switch functions to start the tube, but the arc will not strike and a flash is seen at the ends of the tube. If this condition is allowed to continue, the contacts in the starting switch may weld and the auxiliary may then be damaged from the high

current taken by the starting filaments. It will be recalled that the starting current is about double the lamp current and the ballast may not have been designed to carry this high current for any period of time.

When a tube flutters, snakes or spirals. This may happen even in new tubes and usually will cease after a few hours of burning or seasoning, or it may be caused by a poor start due to insufficient pre-heating of the filaments. Try another starting switch or start the tube manually by using the dummy starter as above described. Another very likely cause of flutter or spiraling is low voltage. Be sure to check the voltage at the fixture. A cold draft on all or a part of the tube also may cause this trouble. However, many cases will be found where everything is absolutely normal and a tube will still flutter or spiral. Of the very large number of fluorescent tubes being manufactured, a small percentage will develop a peculiarity of this kind after being in service for a time and there is nothing that can be done about

it except to weed these tubes out and replace them.

Filaments burn continually and tube does not light. This usually is due to stuck contacts in the starting switch. Replace starter, as this condition if allowed to continue will overheat and may burn out the auxiliary, because, as already mentioned, the starting current is about twice the operating current of the lamp and the auxiliary may not have been designed to carry this current for any period of time.

Critical voltage. All equipment in a fluorescent circuit is inherently critical to some degree and for any given combination of auxiliary, starter and tube there may be a critical voltage at which unsatisfactory operation results, yet the individual pieces of equipment in themselves may be perfectly all right. Before discarding a lamp or starter, it is suggested that they be tried in another lighting unit where the critical condition may not exist.

Tubes blacken at ends. Blackening at the ends of fluorescent tubes is a normal condition, although the rate of blackening and the rings and patterns formed are often indications of improper starting conditions or improper supply voltage. There is little the maintenance man can do about it except to check line voltage and starter operation.

Hum from auxiliaries. Sometimes an auxiliary will emit an objectionable hum. Try mounting it in rubber. If this or other expedients fail, there is little that can be done save to replace the auxiliary.

Radio interference. Some complicated cases of radio interference may arise. For trouble of this nature, consult manufacturers' special bulletins or call a radio serviceman.

New installations. In new installations, it is advisable to test out each fixture before it is hung, as this may save trouble-shooting later.

Caution. In any case of improper operation or trouble with fluorescent equipment, it is very important to make sure that the auxiliary is of the right type and size for the particular tubes involved. Also, be sure that the starting switch is of the proper size. There are several sizes of starting switches.

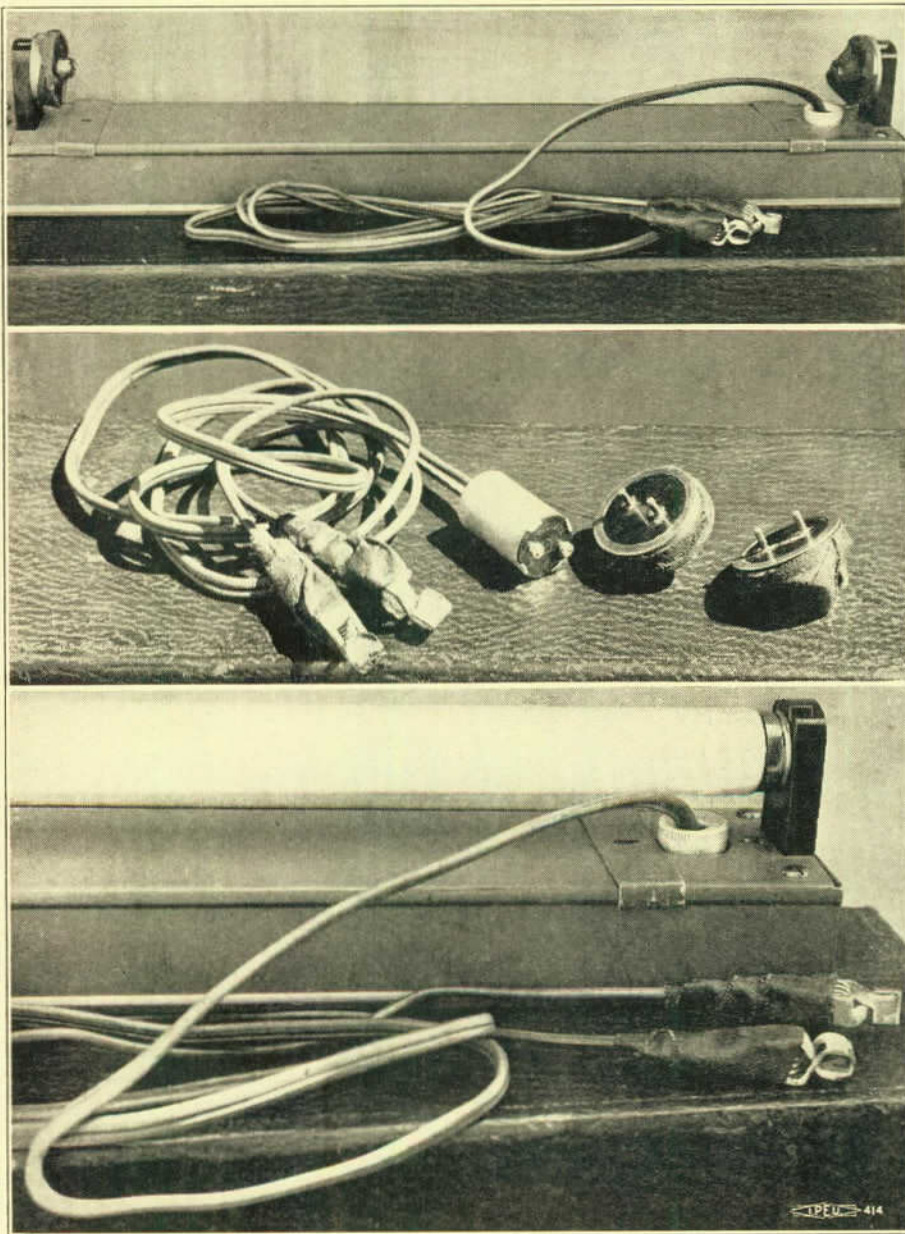
Suggestion. It is suggested that those who may have occasion to maintain fluorescent lighting equipment thoroughly familiarize themselves with the whole subject. Review Part I of this presentation. Study wiring diagrams and learn the fundamentals.

BRITISH LABOR GUARDS RIGHTS

(Continued from page 630)

cause such a large part of her production and of her imports are devoted to the war effort, there are scarcities of consumers' goods. In a recent "White Paper" entitled "Price Stabilization and Industrial Policy" the government outlined its policy for holding down prices—and wages. Inflation, it was stated, must be checked at the beginning, as it has always been found impossible to check it when it has gone beyond a certain stage. At the beginning of the year it had been estimated that incomes remaining in the hands of the people, after deductions of taxes and savings at then-existing levels, would amount in 1941 to £500,000,000 more than the value of goods available for purchase.

Price control, rationing and severe direct taxes were invoked to prevent consumers from storming the shops to strip them of available goods. The government then intimated that wages should be



Handy gadgets for the trouble-shooter's kit, and easily made up by any electrician, are a pair of short-circuited lamp terminals and a dummy starting switch from which two leads are brought out to a pair of test clips. Pictures above show: (top) lamp terminals and dummy switch in use, (center) a close-up of these gadgets (note tape on lamp terminals to protect fingers from edges of broken tube glass), and (bottom) dummy switch as used when testing with lamp in sockets.

here it is!

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frozen, without interfering with "the traditional and well-tried practice of regulating wages through the joint voluntary machinery for wage negotiation maintained by trade unions and employers' organizations." The government admitted that "Increases in wage rates have been reasonable . . . the freedom of opportunity to make claims and to have them discussed has enabled industrial peace to be obtained." It did not propose to compel wages to remain stationary. It merely intimated that such control would be necessary if inflationary tendencies should continue.

In reply the Trades Union Congress published in its publication, "Labour," its courteous but firm refusal to give up free negotiation. Sir Walter Citrine's statement expresses well the attitude of British labor:

"I believe all our people to be well aware of the great responsibilities resting on them, and fully resolved, in the grave crisis which confronts us, to put forward the last ounce of effort to ensure the victory of the democratic ideal over the forces of barbarism and tyranny." He wished noted, however, "the steps taken to safeguard the trade union position so as to ensure that, as soon as practicable after the termination of hostilities, the rights and privileges temporarily relinquished shall be fully restored. This is most certainly something which cannot be taken for granted. That there

are bound to be complications, in view of the inevitable changes which war makes in the industrial situation, no practical person will deny, and we have not opposed provisions in the proposed Act of Parliament which will allow for necessary adjustments. But on the general principle we can admit of no compromise. Trade union rights, gained by generations of working-class struggle and self-sacrifice, are in our view inalienable, and we are maintaining this attitude in the discussions that are still going on about the shape of the anticipated legislation."

COAL AND WATER POWER

(Continued from page 635)

Province is transported by rail at very high freight rates.

"Since the Province of Quebec is east of the proposed Seaway and already accessible to ocean shipping, the coal market there could not be adversely affected by the Seaway," the survey states. In fact, "American coal may obtain a further advantage in the eastern Province of Quebec and will be at no greater handicap in the Province of Ontario."

HAWAIIAN LOCALS

(Continued from page 639)

to Honolulu without a traveler in good order and then don't forget to look us up and deposit it. Otherwise, you will be in for some Hawaiian financial pilikia, as L. U. No. B-1186, at its last regular meeting, voted to fine anybody coming over here and working on the island of Oahu without first depositing their traveler 1 per cent of their daily wages per day. L. U. No. B-1186 has an office right in town conveniently located in room 301, McCandless Building, on the corner of King and Bethel Streets. It is open every day except Wednesday and Sunday. L. U. No. B-1186 also voted to raise its initiation fee from \$10 to \$25 for journeymen. Some few of the Brothers coming here from the mainland have stated that their business managers had told them they did not have to deposit their travelers over here. They should write back to their local union and advise their business manager to look up in our constitution, page 39, Article 26, Section 5, and read for themselves what the constitution says about travelers. This writer, of course, hasn't been a member as long as some, only a little over 26 years, and he hasn't seen all of the world yet, but so far in my travels on power station construction, mining camps, building trades, light-houses and Navy Yard jobs, I've never found a legitimate excuse yet for not depositing my traveler in the jurisdiction I happened to be working in, and I do not believe any other Brother sincere and loyal to the Brotherhood, if he gives it any thought, can find any excuse, either.

Before closing I would like to mention, anybody interested in the real conditions of Uncle Sam's Hawaiian Territory should read the book "Hawaii, Restless Rampart," by Joseph Barber, Jr. It is no novel, but still is very interesting and instructive. If space would permit, I would

write a great deal more, but as space in our good JOURNAL is limited, I will say Aloha, wishing all Brothers and Sisters of our Brotherhood a very Mele Kalikimaka (Merry Christmas).

REA ANNOUNCES EMPLOYEE RELATIONS POLICY

(Continued from page 632)

electrical problems of home and farm; and also problems of rural industry. Furthermore, capable journeymen—and it takes four years of intensive training to become a competent journeyman—will be qualified to give apprenticeship training to farm boys who are electrically minded and desire to learn the trade.

With all these things in mind, certain labor standards are herewith outlined and recommended. It must be sharply noted, however, that since every cooperative presents a separate problem, due allowance is made for differing conditions in differing communities over the nation. As the various projects grapple with the problems their solutions will be correlated and made available to all projects for their use and guidance. This will result in a great saving of time and money. Such team work from the cooperatives, the employees, and the government is essential to insure that united front—local and national—necessary for the fullest success in electrifying rural America.

To re-emphasize, in view of the interdependence of all classes of producers in our national life, it is clearly a duty to promote

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rural electrification on a basis alike fair to agriculture, labor, and rural industry. The governing principle must be that each will obtain no undue advantages at the expense of the other but that all shall work together for the common good and seek to promote the general welfare.

Labor Policies and Standards

The administration is definitely interested in labor standards and policies and expresses this interest along two different lines of action as follows:

(1) In the construction of projects, labor standards and policies are established as conditions of the use of government funds. Construction contracts between borrowers and their contractors are subject to REA approval and labor standards and policies are made a condition of such approval. Similar conditions are attached to the use by borrowers of government funds in the employment of labor on "force account" for the construction of projects.

(2) With respect to the business operations of borrowers after projects have been completed and energized, the functions of REA are as a partner in management. Since REA financing is by way of loan rather than grant, it is interested in the successful operation of these enterprises and recognizes that proper labor standards are an essential part of such successful operation.

I. Wages and Hours In Construction of Projects

Construction contracts approved by the administration include the following labor standards:

1. Minimum wage rates are determined for each classification of labor except executive, administrative or supervisory employees. These rates are based on studies of the prevailing wage rates of the community for the same or similar classes of labor and skills. Contractors may not pay less than the minimum wage.

2. Eight hours constitute a day's work and 40 hours a week's work, except for executive, administrative and supervisory employees. Time and one-half shall be paid for all time employed in excess of the 40-hour, five-day week.

3. The attention of contractors is directed to the need for compliance with all statutes, ordinances, rules and regulations pertaining to the construction of a project including labor matters.

4. Contractors are required to post, at three points on the project, the labor provisions of the construction contract. It is specifically required that the following provision be posted:

"Any employee having a complaint as to classification, hours of work, or rate of pay which he cannot by himself adjust with the contractor should bring the same to the attention of the undersigned project manager."

5. The project engineer in charge of construction is directed to check regularly the payroll report for evidence of non-conformity as to hours worked, classification and wages. If it is found that the contract is being violated in respect of the labor provisions, the contractor is required to make adjustments.

6. In certain projects (commonly known as "self-help" projects) cooperative members perform labor incident to construction and in compensation therefor receive a credit on the books of the cooperative which is applied to the wiring of premises and the purchase of appliances. Such labor is generally limited to the clearance of right-of-way and the digging of post holes. The purpose of this plan is to enable persons in a rural community who are planning to serve themselves

with electricity through an REA-financed cooperative to assist in construction of the facilities which they will own through their cooperative organization. This extension of the cooperative idea to the construction of projects helps in some instances to reduce the cost and to make possible lines which otherwise would not be feasible. The plan also furnishes an opportunity to cooperative members to work out a part or all of their costs of wiring and initial appliances. This plan contemplates performance of the work personally by the members or persons in their families, and does not involve any arrangements under which the members become subcontractors and hire labor to do the work. Borrowers in self-help projects agree as one of the conditions of their loan contracts with the government to apply the same labor standards as are contained in the construction contract.

II. Wages In Operation of Projects

The REA recognizes the need for adequate wage standards to promote safety and efficiency, and recommends that wages conform to the standards prevailing in the community for similar types of work and skills.

The International Brotherhood of Electrical Workers, to which many of the REA skilled electrical workers belong, has established a special classification as its guide for negotiation with rural electric cooperatives, based in large degree on the economic position of the cooperatives.

The union has recommended the following classifications:

1. The union and the administration agree that three classes of rural cooperatives be recognized for wage purposes.

Class I, generating and transmission cooperatives, which serve five or more rural cooperatives.

Class II, well-established local rural cooperatives, which serve at least, on the average, four consumer members to the mile.

Class III, the small, beginning rural cooperative, serving less than four consumer members to the mile.

2. It is expected that Class I cooperatives will pay the prevailing wage.

It is expected that Class II cooperatives will pay, as a minimum, B rate obtaining in the nearest city where the International Brotherhood of Electrical Workers has organization. It is understood that B rate is a wage designation which applies to areas adjacent to principal centers of activity, where ordinary economic conditions do not prevail.

It is expected that Class III cooperatives will pay a negotiated wage fixed by agreement between the cooperatives and the I. B. E. W. with the cooperation of REA representatives.

3. It is understood that wages in generating plants in classifications II and III will not be less than those classifications.

4. It is understood that this understanding shall not operate to reduce existing rates and working conditions already established.

The Rural Electrification Administration has accepted these classifications as an equitable basis and guide for the determination of wages in the operation of cooperative systems.

III. Compliance with State Labor Laws

State labor laws of several types apply to REA projects. The principal ones are: minimum wage and hour laws for women and children, child labor laws particularly applying to hazardous employment, labor relations acts, workmen's compensation for in-

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dustrial accidents, safety laws, electrical inspection and licensing laws and unemployment insurance.

The cooperative, upon advice of its local attorney, should, of course, comply strictly with these state labor laws so far as they are applicable.

IV. The Federal Fair Labor Standards Act

The REA recommends to the electric cooperatives compliance with the federal Fair Labor Standards Act as a matter of wholesome labor policy, as well as to avoid the risks of non-compliance. In a statement to all cooperatives issued June 5, 1941, the administrator of the REA made the following recommendation:

"No one at this time can determine how far the courts will go in holding that electric cooperatives are subject to the Act. It is quite clear, however, that cooperatives are not exempt merely because their lines may be wholly located within a single state. If any of the electric energy was generated in another state, it is the opinion of those charged with the administration of the Act that the distribution agency is subject to the Act. Furthermore, if any users of the energy distributed by the cooperative are engaged in producing any products which are shipped in interstate commerce, it may be held that such cooperative is subject to the Act. This means that every cooperative, as a matter of legal precaution as well as a matter of wholesome labor policy, should comply with the provisions of the Act.

"The Act requires a minimum wage of 30 cents an hour, a maximum work week of 40 hours, and payment of time and a half for

work over 40 hours per week. The maximum hours per day are not fixed. A collective bargaining contract with an authorized labor union calling for 1,000 hours in 26 weeks or 2,000 hours in 52 weeks abrogates the 40-hour week limitation. The Act exempts employees in an 'administrative, executive or professional capacity' and your superintendent or manager probably comes within this exemption. With respect to all other employees, however, in order to be on the safe side, it should be assumed that the Act applies. Obviously, one of the most important matters is the requirement of time and a half pay for overtime."

V. Collective Bargaining

Collective bargaining is the settled labor policy of the nation and the REA recommends that cooperatives, when requested by a majority of their employees, enter into collective bargaining with representatives of the employees, as a means of promoting good relationships between the cooperatives and labor. Failure to do so may prejudice the stability of the cooperatives and involve the loss of harmony in labor relations so essential to the cooperative's success.

The practice of collective bargaining requires that no interference be placed in the way of self-organization of employees for the purpose of collective bargaining; that no discrimination against employees for union membership or activities be exercised; and that cooperatives bargain on wages, hours, and working conditions with representatives of their employees if the employees desire it.

Collective bargaining requires that employers meet and bargain in good faith with representatives of employees, when the employees request it. It does not mean acceptance of every proposal made, but does require that proposals be considered, counter-proposals be submitted, and a diligent attempt be made to arrive at an agreement. When an agreement has been reached, it should be written out and signed. Collective bargaining assumes also a procedure for the settlement of grievances or disputes that may arise during the course of an agreement.

VI. Wiring and Inspection

The wiring of houses, barns and appurtenances is the responsibility of the individual member who selects and employs the

agency to do the work. The REA cooperatives do not wire the premises of members or choose the wiring contractor. The cooperative, however, is interested in safe and adequate wiring and assures itself before energization that the installations have been safely made according to standard practice. This is done by a system of inspection. If there is a public system of inspection, reliance is placed on that. Usually in rural communities there is no public inspection and the REA has had to establish its own system.

The REA insists on adequate inspection and has steadily advanced its standards of inspection. Its goal is the inspection of every new and additional electrical installation in houses, barns and other farm buildings, before electric current is turned on. Inspectors on REA projects are required to pass an examination in the National Electrical Code before they may be employed as inspectors.

In its "Guide for Members," REA recommends:

1. "Have wiring done only by a competent electrician.
2. "Make sure that it is done with approved materials and according to specifications recommended by your project management and by REA.
3. "Have all wiring inspected by an authorized inspector."

VII. Safety Program

The REA has recognized from the beginning that safety work among employees and users of electricity is imperative. The forces of electricity are being brought to new types of installations and to a great variety of new uses. Dangers from improvised and faulty equipment and installations must be guarded against and employees and farmers alike need training in safety safeguards and practices.

A special safety section has been organized, which has promoted the following: A campaign to bring home to cooperatives' management, farmer members and employees the safe use of electricity; Red Cross training courses in first aid on most of the projects; special dangers studied and publicized; safety rules promulgated; safety literature distributed; safety publication, The REA Lineman, distributed to borrowers and their members and employees; and a program of training for safety worked out through state boards for vocational education conducted in cooperation between the vocational schools and the cooperatives.

The REA seeks to establish the highest attainable safety standards and studies the field constantly to lift those standards steadily higher.

VIII. Qualifications of Skilled Employees

The first requisite of good management of an electric cooperative is competent, skilled workers capable of operating efficiently an electric service of the size and importance of enterprises financed by REA.

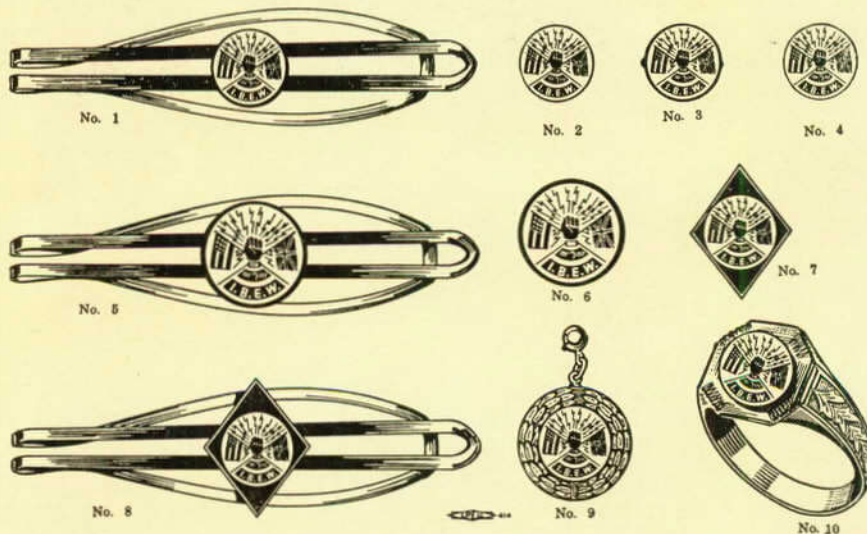
This is particularly true of the linemen. These employees are chosen by the cooperatives, but the REA recommends that the qualifications be as follows:

Linemen: Journeyman status with at least three years' experience on high tension lines similar to those of the REA-financed systems.

IX. Schedule of Working Conditions

Each cooperative is urged to work out, in conference with employees or their representatives, and put into effect a schedule of working conditions including such matters as: holidays, and days of rest, vacations, work hours, overtime and call work, seniority,

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classification of workers, work of foreman, apprenticeship, pay days, and a complete plan for the handling of grievances of employees, including final resort to arbitration.

X. Group Contracting

The REA encourages group wiring and plumbing in order to obtain the advantages of competent contracting, skilled workmanship, and lower costs. Where one farm is to be wired for electricity or piped for water the cost of transportation of materials and workers is excessive but if a score or more of farms in the same vicinity are to be wired or piped, substantial economies are effected by letting a contract for the whole group. Group contracting is handled by the cooperatives for members who wish to join the group of cooperatives.

Contractors and skilled workmen have found this to be an effective way to handle rural work with a higher degree of skill, and the cooperatives' members have obtained the advantages of better installations at lower costs.

SOCIAL SECURITY AND DEFENSE PROGRAM

(Continued from page 631)

when the nation faces depression. The Social Security Act should be amended to increase coverage and benefits, but all amendments to that Act must be made to contribute to its purpose, not to subordinate its social function to that of raising money to be used by the government for unrelated purposes.

CHRISTMAS HAS NEW MEANING

(Continued from page 629)

had never brought us want, dread, cruelty nor fear. This land has been immeasurably blessed.

May we celebrate Christmas again this year in full appreciation of our good fortune! It is not only the abundance of material comfort I am thinking of. It is the self-confidence of our people, their essential honesty, the wonderful constructiveness which springs from this rich soil.

The present war is called a war of ideologies—the totalitarian against the democratic. Let us then consciously recognize our love for our democracy, with its ideals of generosity, forbearance and freedom. This is interwoven into our lives. Christmas is its expression just as much as the Fourth of July.

CORRESPONDENCE

(Continued from page 662)

to the great electrical trades that depend so much on our product. It is now a union-made product. For God's sake—keep it that way.

And now my time has come to say good bye to all my friends of Local Union No. B-1255. My stay was made all the warmer by the loyalty of so many of you that put your faith, and, sometimes your trust in me. For such I will always be grateful. It's the kind of stuff that gets under a man's skin and works its way down into his heart until it becomes part of him. And each friendship of yours is now part of me, to cherish, protect, and, through the years to come, to reminisce.

RUSSELL ODELL,
Press Secretary.

NEW BX COMMITTEE FORMED

(Continued from page 637)

mittee represents 75 per cent of the industry, and is made up of I. B. E. W. employees.

The following statement has been issued by Mr. Johnson:

"GROUNDED METALLIC ARMORED CABLE"

Federal Specification JC-71
and its contribution to our

NATIONAL DEFENSE PROGRAM

Electricity is a dangerous agent and because of this fact its use is permitted only under definite rules of federal, state and municipal codes and specifications and Underwriters' Standards.

The National Electrical Code has for more than a quarter of a century required grounding of wiring systems under certain conditions for the protection of life and property.

In order to meet this National Electrical Code requirement, Underwriters' Laboratories' Standards, and federal specifications, together with other stand-

ards, require a type of construction and materials which will permanently maintain electrical continuity to ground by means of metallic contact.

Metallic armored cable meets all these requirements, as it is a National Electrical Code approved wiring system, and is manufactured in accordance with the requirements of Underwriters' Laboratories' and federal specification standards.

Its wide acceptance as a safe low cost wiring system over a long period has resulted in a large number of well-equipped production factories with trained employees.

The principal safety in armored cable is having all conductors insulated and surrounded by a continuous metallic armor, which provides a safety grounding path for the electric current in the event of an insulation breakdown on the wiring system, or other electrical equipment properly attached to it.

The metallic armor also protects the insulated conductors from mechanical abrasion—attack by rodents—and discourages tampering with or sabotaging electrical circuits.

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Because metallic armored cable is the most widely accepted system of wiring, a large number of manufacturers have developed and built mass production equipment for the production of standardized terminal boxes and fittings necessary to complete the metallic armored cable system.

We desire the Office of Production Management to know that over a period of years the armored cable industry has been consistently striving to do its part to help eliminate life and fire hazards from electrical causes through the production of a well-made metallic armored cable, with its safety grounding features; and that because electricity plays such an important part in our defense program, steps be taken to give metallic armored cable a preferential rating so as to assure that an ample supply be readily available throughout defense areas with a minimum of delay and confusion.

GHOSTS TWINKLE TOES

(Continued from page 640)

back into the age in which we belong, like Mark Twain's Connecticut Yankee, who landed back in King Arthur's Court." My lady answered with a mischievous smile:

"My lord! if you can, like Aladdin, summon a genie who will transport us there, why are we tarrying here?" The music died softly down and we came to a standstill. For a moment there was silence and then such a tumultuous, prolonged applause burst forth that to satisfy them we had, perforce, to repeat our performance.

It was a colorful gathering. The men, bronzed and athletic—wearing brilliantly colored sashes—some with elaborately embroidered buckskin shirts and jackets,

would have made a splendid picture in any film. They were enjoying to the full their short, springtime leisure; soon they would scatter, some to the farms, but the more restless spirits would outfit with axe, rifle and canoe and vanish for months in the wilderness. The women, possessing their full share of the habitation beauty, were somewhat shy when talking to my lady, and even the men were slightly embarrassed when congratulating us. Madame came bustling through the throng—caught both my lady's hands in hers and gasped out:

"Magnificent!"

"Terry, you are a man of unusual accomplishments, and you have roamed far and wide. But as I am sure you were never present at the court dances of the late, much-lamented King Louis XIII, you will pardon, I am sure, my curiosity as to how you became possessed of the qualifications necessary to carry out your part?"

"Well, it all came about in this way, Slim. When I was young Dannie came to live with us. My mother, never very well, was away, most of the time, with some distant relatives. My father was a drunken, quarrelsome brawler, no credit to anyone, as Dannie said. He never paid any attention to me and was seldom seen around home, but was supposed to be making moonshine whiskey in some hidden place back in the hills. Dannie took the place of my father and mother; without him I would probably have followed in the footsteps of my father and become a drunken ne'er-do-well, but one lucky day the domine, as I always called him, came and settled in his cabin in our village. He was a quiet, studious old man who kept very much to himself. One night some drunken hooligans started to molest him. Dannie heard the row and came to his rescue, and what he did to them ruffians has been a byword ever since. The domine was so pleased and impressed by Dannie's prowess that, right there, was formed the bond of friendship between the man-at-arms and the man of letters which resulted in my education.

"Among Dannie's friends was a towsy-headed fiddler by the name of Tim Flaherty. Sober, the old man was sullen and morose. Give him 'a wee bit drappie', as he called it, of the poteen, and he was a talented musician who could play or improvise a tune to anything you could mention. The domine had a niece about my age come to visit him. Kathleen was a natural-born dancer and she appealed to the domine to get someone to teach her the Irish reels. The domine consulted Dannie and the upshot was that Kathleen and I began to take lessons from Tim. We soon learned to dance the Irish jigs and reels in a way that caused Tim's eyes to shine. Next we began to try to copy some of the old court dances. Under the magic of Tim's fiddle, coupled with the domine's knowledge of court procedure—he had written a book on the history of King Louis XIII—we learned to perform the dances of that period with all the dignity and grace associated with them. The domine was so overjoyed that, for the time being at least, his troubles took wings; so you see, Slim, why I felt quite competent to carry out my part."

"Your explanation removes all my doubts," said Slim.

(To be continued)

NEW BRONZE CABLE

(Continued from page 636)

immersed in the specified solution for 15 minutes and were then examined at about 10 magnifications. No cracks were

located, indicating the absence of harmful internal stresses.

The chemical composition of the armor was determined to be as follows:

	Per Cent
Copper -----	86.6
Lead -----	2.2
Iron -----	0.01
Nickel -----	0.03
Tin and Zinc (by difference)	10.96

These values indicate the material conformed to the requirements for Composition No. 1, Table I, Federal Specifications QQ-B-691.

Measurements of Diameter and Weight.

The outside diameter of the cable was measured at ten points and was found to vary from 0.714 to 0.721 inch.

The weight of the cable per thousand feet, computed from the weight of a six-foot length of the sample cable submitted, was found to be 870 pounds.

The materials submitted in connection with these tests are being returned through the usual channels, addressed as above.

(ss) E. C. CRITTENDEN,
Acting Director;
LYMAN J. BRIGGS,
Director.



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B 185661	185760	B 21995	22000	B 32—		B 461573	461604	603786	604500	B-134—		769568	769650
B 197261	197290	B 22337	22400	627906	627953	780826	781045	780001	781667	B 119584	119609	181—	264837 264840
B 324991	325130	B 22664	22722	B 311141	311142	658876	658910	241279	241378	B 154501	154629	185—	953042 953118
B 409161	409200	B 23153	23190	B 754629	754637			582056	582057	172061	172428	186—	65046 65106
B 472611	472850	B 23479	23531	40170	40177	B 154359	154418	128224	128225	239188	239242	187—	197486 197487
B 516871	516960	B 23723	23814	206494	206589	B 155214	155407	279624	279625	447751	448061	188—	660630 660642
882301	882500	B 24289	24377	522220	522266	B 181608	181624	B 288088	288107	482251	482574	189—	525656 525665
882751	883480	B 24681	24736	37420	37500	444648	444695	957537	957750	483751	484023	190—	643074 643074
879021	881250	B 24801	25368	698251	698431	593934	593984	826501	826567	484501	484890	191—	653869 653902
892701	893200	B 25601	25858	821319	822021	855182	855717	22161	22188	485251	485558	192—	200961 201000
893351	893570	B 26001	26007	69698	69704	856317	856455	30500	31140	650032	650061	193—	61104 61105
967501	967530	B 26401	26433	319612	319645	368949	368964	136228	136290	762001	762098	194—	804995 805128
B-2—		4—	414171 414177	B-38—		59558	59573	103—		762751	762849	195—	932332 932650
774361	774655	B-5—	593434 593436	104860	104902	148769	148776	210634	210634	763501	763625	196—	713395 713445
850050	850270	6—	610851 611160	B 361626	361699	501414	501510	30500	31140	765751	766500	197—	759471 759714
145064	145088	8—	627519 627750	B 369369	369687	413355	413364	136228	136290	767251	767488	198—	61104 61105
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AJ 11370	11400	16—	700852 700975	681759	682148	627713	627750	B 309196	309229	B 309196	309229	201—	61104 61105
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AJ 6201	6242	42—	B 172495 172869	823628	824250	827713	827750	469204	469211	B 309196	309229	213—	61104 61105
AJ 6401	6515	44—	B 421501 422250	834631	834632	827713	827750	469204	469211	B 309196	309229	214—	804995 805128
AJ 6601	6926	46—	B 431996 432610	861001	861369	827713	827750	469204	469211	B 309196	309229	215—	932332 932650
AJ 7201	7244	48—	506159 506250	119337	119350	827713	827750	469204	469211	B 309196	309229	216—	713395 713445
AJ 7401	7492	50—	507001 507113	334891	335016	827713	827750	469204	469211	B 309196	309229	217—	61104 61105
4Ap 179	194	52—	591883 591900	104775	104779	827713	827750	469204	469211	B 309196	309229	218—	804995 805128
4Ap 302	311	54—	700356 700395	122294	122303	827713	827750	469204	469211	B 309196	309229	219—	932332 932650
DBM 2602	2603	56—	792141 792947	45—		827713	827750	469204	469211	B 309196	309229	220—	713395 713445
DH 983	1008	58—	412499 412500	46—		827713	827750	469204	469211	B 309196	309229	221—	61104 61105
H 4170	4173	60—	436991 436991	47—		827713	827750	469204	469211	B 309196	309229	222—	804995 805128
H 4293	4323	62—	529201 529220	48—		827713	827750	469204	469211	B 309196	309229	223—	932332 932650
H 4680	4710	64—	209343 209350	49—		827713	827750	469204	469211	B 309196	309229	224—	713395 713445
I 11190	11197	66—	223216 223219	50—		827713	827750	469204	469211	B 309196	309229	225—	61104 61105
I 11581	11598	68—	781699 781703	51—		827713	827750	469204	469211	B 309196	309229	226—	804995 805128
I 11902	12000	70—	457835 457880	52—		827713	827750	469204	469211	B 309196	309229	227—	932332 932650
I 12143	12190	72—	807495 807750	53—		827713	827750	469204	469211	B 309196	309229	228—	713395 713445
I 12294	12367	74—	994501 994523	54—		827713	827750	469204	469211	B 309196	309229	229—	61104 61105
I 12466	12537	76—	B 130844 130897	55—		827713	827750	469204	469211	B 309196	309229	230—	804995 805128
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I 13401	13448	86—	B 306801 306873	60—		827713	827750	469204	469211	B 309196	309229	235—	932332 932650
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OA 10507	10571	90—	699548 699597	62—		827713	827750	469204	469211	B 309196	309229	237—	61104 61105
OA 10766	10800	92—	754203 754229	63—		827713	827750	469204	469211	B 309196	309229	238—	804995 805128
OA 10963	11000	94—	867659 868661	64—		827713	827750	469204	469211	B 309196	309229	239—	932332 932650
OA 10963	11000	96—	142773 142776	65—		827713	827750	469204	469211	B 309196	309229	240—	713395 713445
OA 11028	11200	98—	164965 165000	66—		827713	827750	469204	469211	B 309196	309229	241—	61104 61105
OA 11314	11399	100—	487299 487500	67—		827713	827750	469204	469211	B 309196	309229	242—	804995 805128
OA 11471	11600	102—	543001 543077	68—		827713	827750	469204	469211	B 309196	309229	243—	932332 932650
OA 11619	11754	104—	668251 668447	69—		827713	827750	469204	469211	B 309196	309229	244—	713395 713445
OA 11882	12200	106—	B 175067 175106	70—		827713	827750	469204	469211	B 309196	309229	245—	61104 61105
OA 12231	12399	108—	291659 291661	71—		827713	827750	469204	469211	B 309196	309229	246—	804995 805128
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OA 13601	13702	118—	B 47435 47460	76—		827713	827750	469204	469211	B 309196	309229	251—	932332 932650
OA 13801	13980	120—	124323 124324	77—		827713	827750	469204	469211	B 309196	309229	252—	713395 713445
OA 14001	14132	122—	B 273375 273375	78—		827713	827750	469204	469211	B 309196	309229	253—	61104 61105
OA 14201													

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NORTHWEST EMPIRE BUILT

(Continued from page 634)

have continuity if we are to be able to build for the future? Our answer is No, our answer is an insistence that the men responsible for policy must not be subject to sudden political whims. They must have long terms, live among us, become a part of us. Their program, once soundly determined, must have stability as well as progress.

Perhaps some of you may think I am overemphasizing the importance to us of the proper control of the Columbia Power Authority. Quite to the contrary. Let me illustrate. Assume we now pass the bill placing in the Secretary of the Interior full control of our public power resources. Assume that 10 years have passed and it is 1951. By that time private power in the Northwest will have long since passed to the public, and probably there would be only one source of wholesale power—the Columbia Power Authority. Suppose in that year of 1951 you need electric power in large quantities for your irrigation district? Or suppose you intend to locate a new industry in your home town? In either case you go to the Columbia Power Administrator and ask for power.

But perhaps the administrator or his boss, the then Secretary of the Interior, does not like you personally, or belongs to the other political party or thinks that some other area should get irrigation or that some other town should get the manufacturing business? So he says, "No." Not bluntly like that, of course. He says he can't give it to you and carry out his obligations under the Columbia Power Act or something equally high-sounding. But it has the same effect as "No."

Now, don't think I am assuming something fanciful. The present Bonneville Administration has done this very thing, even with public agencies for whom power is reserved under the present Act.

So you are turned down. What is the result? You are completely through. The Secretary of the Interior in Washington, D. C., would have the final and complete arbitrary power of life or death over your irrigation district, your business and your community. And unless you had the money and prestige to go to Washington and secure an audience with the Secretary of the Interior you would probably never know whether your case had ever been properly presented to him or even reached him, or whether some subordinate decided the matter on prejudices of his own.

Thus we begin to see the importance to ourselves and our children and to the future of this area of fighting for home rule of public power. But our fight for that home rule has a much broader significance—a much broader purpose.

It is this broader significance that has made our problem and our fight a matter of national interest. Senators and Congressmen from widespread states, leaders of national planning and the press of the nation have focused their attention on our problem. Even large groups of citizens in other states are taking an active part in it.

Why? Not simply because the Columbia Power Authority will be one of the largest, if not the largest, unified power system in the world. And not simply because the Columbia Power Authority will be one of the first attempts by the United States Government to exercise intimate direction and control over the economic life of a great region of this country. But, growing out of both of these, these national leaders see in the manner in which we set up the Columbia Power Authority a possible indication of the future economic pattern of the United States. They see in the solution of this problem the seeds of an American answer to the totalitarianism of nazism and communism.

Economic and social systems are today being tested in the crucible of destruction. In that crucible no systems will survive that do not possess the cold, steel-like strength of utmost efficiency.

The question is, whether we can develop the efficiency to survive without losing the very liberties for which we fight and ending with the very form of government we oppose.

To develop the necessary efficiency we must extend, and are daily extending, the function of our government in economic affairs. Our problem, which we must solve, is how to do this and still maintain our basic American doctrines of personal freedom and initiative. We must find a way so that increased governmental power does not make a mockery of the precept of local control of those things that are local—a precept that has been the backbone of the American system.

I submit to you that we are face to face with this issue in our fight for a regional Columbia Power Authority. As economic affairs are centralized in our federal government the administration of those affairs must be decentralized so that increased efficiency will not mean increased bureaucracy and perhaps tyranny.

The bills introduced by Senator Bone and Congressman Martin Smith of Washington provide for this decentralization. Let us give them our full support.

I. B. E. W. SIGNS AGREEMENT

(Continued from page 633)

10. Once a year a general conference will be held in Washington between responsible leaders of the REA, the I. B. E. W., representatives of state councils of I. B. E. W. maintenance men, and leaders of REA farm cooperatives.

(signed) ED J. BROWN,
International President.

(signed) G. M. BUGNIAZET,
International Secretary.

(signed) M. H. HEDGES,
Technical Adviser.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(signed) GROVER B. HILL,
Asst. Secy., Dept. Agric.

(signed) HARRY SLATTERY,
Administrator, REA.

(signed) ROBERT B. CRAIG,
Deputy Administrator, REA.

ON EVERY JOB

There's a Laugh or Two!

A CHRISTMAS EVE'S REVERIE

In a glistening winter's moonlight,
Watching the twinkling stars,
My thoughts for a moment did stray
To a world far beyond ours.

Before me a vision unfolded,
'Twas a majestic sight,
Cares of this earth passing,
I beheld a far-off light.

A scene before me was enacted,
As I chanced about to look,
THREE WISE MEN seemed to appear
Like the characters from the BOOK.

So real they appear to be
I stood there in reverenced awe,
My heart stood still inside me,
So entranced at what I saw.

I could vision the long journey
Made by MARY and JOSEPH,
On their way to BETHLEHEM
From their home in NAZARETH.

They did not this night tarry,
On a holy mission they were sent
By an angel whose word they heeded,
To fulfill HIS wish they went.

I could see the humble manger
In which the CHILD lay,
The ONE called JESUS,
Who came to show us the way.

My thoughts then returned slowly,
I let forth a joyful sigh,
In this moment of jubilation
I knew CHRISTMAS was nigh.

With quickened pace I went homeward,
Keeping one thought in mind,
That the tree must be lighted
For SANTA CLAUS to find.

In the morning there'll be rejoicing
As the children awake to see
What each received for a present,
'Neath the CHRISTMAS TREE.

P. K.,

L. U. No. B-1010.

* * *

JUST A LITTLE FUSE

Listen, you guys, while I complain,
I'm just a little fuse, not proud and vain,
I'm not much bigger than the nickel I cost—
And I serve you until all is lost.

I serve your plugs, wash your spoons,
I dry your dishes and clean your rooms,
I give you all my strength until
You overload me and kill.

I've worked for you fair, without protest,
So now I make this one request—
To your dealer without delay,
And get some of my brothers to store away.

JOHN AIKIN,
L. U. No. B-309.

UNDERGROUND

Down in the dark, damp cellars
Of the city's busy street
Musty and slimy manholes,
Is the underground man's retreat;

Great masses of leaded conduits
On hangers, fill the place
Where added net work cables
Have taken up all the space.

Like sewer rats they clamber down
In manholes wet and dark;
Where danger lurks from lighted gas
From an electric short or spark.

At least the air is pure
Where linemen pull the slack,
But for them the foul and fetid,
As they splice cable on a rack.

To the man who braves our city's depths,
To you, boys, my hat is off.
Let's give some credit to the man below,
And not all to the man aloft.

When your time has come to leave us
And you depart for where electricians go,
I hope St. Peter won't judge you by your
records,
And say to you, "Hey, you, go below!"

THE DUKE OF TOLEDO,
L. U. No. 245.

* * *

LABOR DIVIDED

Where are you bound for, oh toiling man?
Where, oh where, is your destination?
When will you stop drifting? When, oh when,
Will you follow roads of cooperation?

You've been given, oh labor, a free hand,
Improved working conditions to install;
You've been granted the right to expand—
And organize for benefit of all.

And yet, you persistently neglect
Your very own rights with reckless guilt;
You undermine pillars that protect
Your structure, so laboriously built!

You fail, most foolishly to maintain
A unified front in your transactions;
You ruin many a hard-earned tirelessly-won
gain,
By splitting into various groups 'n' factions.

Resolve, oh labor, on this day
To abuse your vast powers no more;
Recall to your fold those led astray,
Unite your ranks as never before.

Make haste, make haste!
There's no time to waste,
For cruel forces are on the road o' war;
Ward off those blows,
From your merciless foes,
By keeping discord away from your door!

With unity and harmony beside you,
No earthly force shall succeed to divide you!

A Bit O' Luck,
ADE GLICK,
Local No. B-3, N. Y. C.

AN UNSUNG HERO

The lineman is a man picturesque,
Whose usefulness is hard to best.
Danger and hardship are often his,
An unsung hero he surely is.

He stretches wires too far to see,
To make life a comfort for idlers like me.
With little thought for him, or gratitude
I use his pride with lassitude.

In driving rains and gale-like winds
His courage surpasses that of the Finns,
While I sit back in an easy chair
And complain of the static and thunder in
the air.

The cloud-scraping towers of a high tension
line
Are symbolic monuments of his work so fine;
O'er mountains and rivers, through valleys
and underground,
Go the lines and the linemen, never home-
ward bound.

Now let us cheer for the lineman so cour-
ageous,
Who up to now has been treated outrageous,
Let us bestow honor to him and to his,
For an unsung hero he surely is.

JACK WAKEFIELD,
L. U. No. B-212.

* * *

*We're glad to welcome back Sleepy Steve,
of Local No. 9, after his long absence, and to
know that he and his Missus are made of
more durable stuff than the Kilkenny cats.*

DOMESTIC TRANQUILLITY

Friend Lennie:

It is nice to know that my poor stuff is
remembered by you, whose verses I have
often enjoyed. As to my domestic tranquillity,
all's quiet on the Western Front. Her once
proud spirit is broken. Like "Sweet Alice,
Ben Bolt," "She weeps with delight when I
give her a smile, and she trembles with fear
at my frown." Yes, indeed.

SLEEPY STEVE,
L. U. No. 9.

For the benefit of some nosey people who
seem interested in our private affairs, I will
tell you of Steve's latest caper.

Coming home in a street car from a shop-
ping trip in the Loop, we were fortunate in
finding a vacant cross seat. I sat by the win-
dow and Steve by the aisle. Well, Steve was
half asleep, as usual, and so there was no
conversation for a mile or two. When the sole
occupant of the seat across the aisle left her
seat, Steve bounded across the aisle and
grabbed the seat by the window. Then
shambled back looking very sheepish and
mumbling something about "force of habit"
and "forgot he was with me." How do you
like that! Of course I'm too refined to bawl
him out in public, but when we got home, did
I burn his ears! I would have socked him, too,
but, well—the rug had just come from the
cleaners and Steve bleeds so easily.

SLEEPY STEVE'S MISSUS.

BLACKOUT THE SHADOW!



CLOSE to all of us is the threatening spectre of tuberculosis. No respecter of persons, it lurks in every corner, may strike at any moment. *More people between 15 and 45 die from tuberculosis than from any other disease.*

Yet tuberculosis *can* be driven from

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